

THE OHIO STATE UNIVERSITY
OFFICIAL PROCEEDINGS OF THE
ONE THOUSAND THREE HUNDRED AND SIXTY-FIRST MEETING
OF THE BOARD OF TRUSTEES

Columbus, Ohio, April 7, 2000

The Board of Trustees met at its regular monthly meeting on Friday, April 7, 2000, at the University of Cincinnati Kingsgate Conference Center, Cincinnati, Ohio, pursuant to adjournment.

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Minutes of the last meeting were approved.

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April 7, 2000 meeting, Board of Trustees

The Chairman, Mr. Colley, called the meeting of the Board of Trustees to order on April 7, 2000, at 9:55 a.m. He requested the Secretary to call the roll.

Present: Michael F. Colley, Chairman, James F. Patterson, Daniel M. Slane, Robert M. Duncan, Karen L. Hendricks, Allyson M. Lowe, and Jaclyn M. Nowakowski.

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Mr. Colley:

Welcome to the April meeting of the Board. We are delighted to be in Cincinnati today, and Dr. Steger, we welcome you to join us at this meeting.

The Board dined last night with Dr. Steger and the Board of Trustees of the University of Cincinnati, and it was highly productive. The idea for this dinner was hatched at an OSU/Cincinnati football game in Columbus last fall. Mike Barrett, the former Chairman of the Board at the University of Cincinnati, was my guest at the game, and the conversation alternated between what was going on down on the field and our common "education agenda." By the end of the game, the deal was struck. We were coming to Cincinnati.

On behalf of The Ohio State University, I want to thank President Steger and his staff for their great cooperation in organizing this meeting.

As part of today's agenda, we will be hearing about some of the outstanding partnerships that our two universities are engaged in and about the University's Young Scholars Program. These presentations will obviously underscore the importance of outreach and cooperative programs as part of OSU's educational mission.

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PRESIDENT'S REPORT

President William E. Kirwan:

It is a great pleasure to be in Cincinnati for our first ever Trustees meeting in Southwestern Ohio. It is certainly fitting that we come to this part of the state, given the number of students we have from the Cincinnati area, and the number of alumni we have living here. It is also fitting because we now have a trustee from this part of the state, Karen Hendricks, the first trustee from the Cincinnati area since the late 1960s. And what an addition to the Board she has been!

I also want to extend my words of appreciation to Joe Steger and everyone at the University of Cincinnati for the extraordinary way in which they have facilitated our coming to Cincinnati to have this meeting. Joe, I want to compliment you and the university on this magnificent facility. It is obviously serving the university and the community extremely well -- it's something you should be very proud of. We're all impressed with the Frank Gehry building that we look out upon, and I know how important that is to your research efforts in the biomedical area.

I am pleased to report to you that Ohio State has been very much in the news this past month and in very positive ways. First of all, the latest graduate school rankings are out from *U.S. News and World Report*, and the news was good. For example, our College of Education ranked eighth out of 187 graduate programs surveyed, third among all public universities; the College of Engineering ranked twenty-second out of 219 programs; and the Fisher College of Business ranked twenty-fifth out of 325 institutions. I think it is interesting to note that -- given the importance of those two colleges, Engineering and Business -- we were one of

PRESIDENT'S REPORT (contd)

President Kirwan: (contd)

only seven public universities to have both our engineering and business schools ranked in the top twenty-five. Also, the College of Veterinary Medicine ranked sixth, and the Colleges of Medicine and Public Health, Law, and Nursing also received high rankings.

As you know, one of our highest priorities is for the research prowess of our University to serve as a catalyst for repositioning Ohio as a major player in the knowledge economy. I am delighted to report that we're seeing some real progress from our efforts. Just two days ago, we briefed business and community leaders and the media, and received very positive coverage for the relocation of iMEDD from Silicon Valley to Columbus. A great "man bites dog" story, if ever there was one. You may remember iMEDD as the drug delivery company co-founded by one of our recent recruits from the University of California at Berkeley, Mauro Ferrari. We see this as a major, long-term opportunity for our community, with the potential to make Columbus a center for an entire new industry -- revolutionary drug delivery systems based on nanotechnology.

I am pleased to say that the media are picking up on our economic development message. Last month, I addressed the Cincinnati Rotary on this topic and earlier in the year, I did the same in Cleveland. These talks and our visits with editorial boards are generating very helpful coverage.

And speaking of media coverage, the University has been in the state and national media in very favorable ways in recent weeks. Four stories in *The New York Times* during the month of March focused on research at Ohio State. The highlight was the feature in Tuesday's *Science Times* edition of the newspaper and I just happen to have a copy with me. It featured on the front page -- with many pictures and diagrams -- the story about what is going on at The Ohio State University with minimally invasive robotic surgery, including a picture of our very own Dr. Robert E. Michler. This is just wonderful coverage about how Ohio State is the only place on the North American continent that is doing this minimally invasive robotic surgery, and it was just excellent coverage for the University.

The Plain Dealer published an article on school violence taken from a speech I gave earlier this week, and *The Dispatch* published a piece that Rich Stoff and I co-authored on the importance of K-12 education reform.

In another piece of good news, we're bringing to you today, for your formal approval, the appointment of Dr. Donna Browder Evans as dean of the College of Education. Dr. Evans, now dean of the Darden College of Education at Virginia's Old Dominion University, is the holder of three degrees from Ohio State. While a new education dean is always of great importance, it's especially important at this moment in time. K-12 public school system needs improvement, and we have an obligation to help get that job done.

We are already engaged in a number of such efforts -- including the new Principal's Academy at Ohio State -- and intend to increase our contribution substantially in the months and the years ahead. As a strong leader who taught for 11 years in the Columbus Public Schools, Dr. Evans will help us with the task -- among many other jobs she will have to do.

I also want to mention that one of our most distinguished faculty Charles Csuri, professor emeritus of Art Education, last month was honored by Ohio Governor

PRESIDENT'S REPORT (contd)

President Kirwan: (contd)

Bob Taft with the 2000 Governor's Award for the Arts. It's the highest honor an individual artist in Ohio can receive.

Professor Csuri received both his B.F.A. and M.A. degrees from Ohio State, joining the Department of Art in 1953. Professor Csuri is known as the father of computer art. He has been a pioneer in animation and scientific visualization. He also helped found Cranston/Csuri Productions, among the most influential computer-generated special effects production facilities in the world. Many of his students have earned wide acclaim, including several Oscars, for their skilled animation and special effects.

And so, Mr. Chairman and members of the Board, you can see that it has been a month of extraordinarily good news about our University.

I want to conclude this report to you with some brief presentations about the role of The Ohio State University in the Cincinnati/Dayton area, and, most especially, about our collaboration with the University of Cincinnati.

To begin these presentations, I would like to call upon Provost Ed Ray to make a few comments and introduce some colleagues.

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING

Provost Edward J. Ray:

Thank you, Mr. President. I think when you have a good story to tell, the best way to proceed is to let those who can tell the story do so. We have two sets of presentations that really deal with some very important fundamental collaborations between colleagues at The Ohio State University and the University of Cincinnati that we'd like to share with you this morning.

First, we'd like to have a presentation on research interactions in the area of engineering. I'm going to call on David Ashley, Dean of our College of Engineering and his faculty colleagues at Ohio State and at the University of Cincinnati to tell us about the collaborative work that they're doing. And then I'll call on our Interim Vice President for Health Sciences and Interim Dean of the College of Medicine and Public Health, Dan Sedmak, to tell us about research interactions in the area of medicine. Dean Ashley --

Dean David B. Ashley:

Chairman Colley, President Kirwan, and members of the Board of Trustees, it is my pleasure to present a program this morning to you on collaborations in the area of research between the University of Cincinnati and The Ohio State University.

Several months ago, the Office of Research contacted me and asked for a program that would highlight these interactions with the intention that they demonstrate the leverage of talent between the two campuses, the special opportunities provided for our students, and how these collaborations will help solve critical problems for the State of Ohio.

Today, I bring you three researchers who can describe first-hand the nature and value of these collaborations. I will introduce all three speakers now and then ask them to provide their examples. First, I'd like to present Professor Hamish Fraser, Ohio Regents Eminent Scholar and Professor in the Department of

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Dean Ashley: (contd)

Materials Science and Engineering at Ohio State. Hamish comes to us by way of the University of Birmingham and the University of Illinois. His expertise is in physical metallurgy.

Among the many things that Hamish has accomplished in his professional career is that he has supervised or is supervising 34 Ph.D. students and 21 masters students. So he is a very prolific researcher and great supporter of students. I think one of the things that highlights Hamish's interaction as a faculty colleague is his ability to seed and motivate interdisciplinary and collaborative activities. Among those are: an interdisciplinary research center at the University of Birmingham; the Ohio Materials Network (Ohio Net); the expansion of the central electron optics facility at the University; and his current endeavor -- which is a very ambitious one involving many companies and universities -- is the Center for Accelerated Maturation of Materials.

Next will be Professor Randall Allemang, Professor of Mechanical Engineering in the Department of Mechanical, Industrial, and Nuclear Engineering, and Associate Director of the University of Cincinnati Structural Dynamics Research Laboratory. His areas of research interest are: experimental identification of nonlinear structural systems; correlation and correction of experimental and analytical dynamic models; active control of flexible structures; and development of software for model analysis and data acquisition research.

Professor Allemang will present collaborations with Ohio State based on the Ohio Board of Regents' Investment Award with Professor Raj Singh of the Department of Mechanical Engineering at Ohio State.

Finally, the third presentation will be by Professor Soon-Jai Khang, Professor of Chemical Engineering at the University of Cincinnati. He is currently collaborating with Professor L. S. Fan of the Department of Chemical Engineering at OSU. Professor Khang's fields of special interest are: chemical reaction engineering; chemical reaction with electrostatic precipitation; clean coal technology; and energy and environmental engineering.

So, I'll ask Professor Fraser for his presentation.

Professor Hamish L. Fraser: [overhead presentation]

Thank you for those kind words of introduction, David. I should point out that my contributions may well be dwarfed by those of my son, who has just been offered a football scholarship at OSU. Let's face it, that's much more important than material science -- as long as we get good 50-yard line seats!

I want to talk about three features dealing with the interactions that I've been involved in with the University of Cincinnati. Two interactions that either have occurred or are occurring, and then there's one that I'd like to propose.

The first interaction is a one-on-one interaction with colleagues or with groups of colleagues. There are a number of reasons why you would do this. Perhaps the most important is that Ohio State and UC are the two most prominent research universities that the state supports in the State of Ohio. And so there must be very good people at both universities. Dr. Vijay Vasudevan, in the Department of Material Science at UC, and I have had collaborations over the last 10-15 years. There is synergism from expertise, there is joint curiosity, we're both nuts about science, and there is a good chemical fit. There is unique equipment at both

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Professor Fraser: (contd)

establishments and we're both frequent visitors at the Wright Patterson Air Force Base at the materials lab there. So that has worked quite well.

As David mentioned, the latest of these ventures is this center that we're trying to produce. Vijay joined our collaboration and we've been trying to get some Ohio money for that. I wanted to mention the center because he is involved in that. More importantly -- I know that you hear a lot about jazzy industries and things that are very appealing these days like computers and so forth -- we deal with material science mainly in the area of transportation -- aerospace and automotive.

Apart from farming -- as I was reminded driving down here there is a lot of farming in the State of Ohio -- Ohio industry has a huge component that is based in automotive and aerospace, and we are attempting to strengthen that base. So while it is, indeed, a very good thing to encourage new industries in the State of Ohio, our industrial strength depends largely on the strength of our industrial manufacturing business and aerospace and transportation -- automotive.

The problem we're trying to cure is the business of new materials being introduced into systems. If you have a new idea at a university and you actually have properties, it generally takes 10-15 years and huge costs. These disk and blade alloys in gas turbine engines were little tweaks on compositions, but they still took 6-10 years and \$35 million. So we're trying to put a lot of computational techniques to bear to the problem and reduce that time.

Incidentally in the aerospace business -- just to frame new and existing things -- recently it was estimated that the foreign currency earnings from the sale of engines and aircraft netted about a positive \$28 billion for the country. The more appealing computers and devices netted zero. I won't tell you what automotive did, because it was a big negative. But if you're worried about that side of business, then we have to take care of what is the strength in Ohio and, in fact, the strength of the country.

Just to give you an idea, this overhead shows companies that have committed to put money into the center and are doing so at the present time. We have three companies that we're still beating up on to make sure that they join our collaboration. So industry likes what we're doing in that regard. In fact, I'm suffering a little bit today from postpartum depression because yesterday we shipped off to DARPA another huge proposal for the center, and it does take a little bit out of you. Perhaps driving down here was a good bit of therapy so I could get over that.

I would like to make the point that OSU and UC are being out fought by other parts of the country. From our point of view, it seems that Miami Valley and the northeast really have a lock on state funds, however we did end up instituting the Ohio Materials Network. This was a collaboration by a number of universities -- but, particularly, Andy Steckl from UC, Art Epstein from Ohio State, myself, Bob Boughton from Bowling Green, and Art Heuer from Case Western -- to establish a way to take state money and purchase equipment. The equipment would then be offered as a distributed network throughout the state so that students, researchers, faculty, and industrial people could come and use this very specialized equipment that is so expensive these days. It is very difficult to have one in your garage or in your business. In fact it took about four years to finally get the state to do that and establish MatNet.

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Professor Fraser: (contd)

What developed in that was the Hayes Investment Fund for Collaborative Ventures. The problem is it has lost a little bit of its meaning now, as most of these things do as they get developed. It has now become a competition -- people get three weeks notice, they put in their proposals, they get a couple of collaborators across the state, and that is called collaboration. This took four years of collaboration to put into place. I think we have to get back to the discipline that it takes to do these things.

Let me finish by suggesting a collaboration. Distance learning is a topic that is absolutely massive for universities now. I'm not being critical, but I don't think Ohio State has really got the grips for the right level of investment behind distance learning. The problem is that we can be left behind. I think that there is a wonderful opportunity for Ohio State and UC to put together its possible investment in this area and having a distance learning alliance. This is a very important area. I'm talking about being a researcher at Ohio State, but I think this is something that we really need to come to grips with.

This past weekend I was thinking of some things that would be unique in this area. One idea is that we could exploit the fact that UC has one of the best co-op programs in the country. It is absolutely famed across the land, without any question. We could really benefit at Ohio State by coupling in with UC in that area. Also, we're trying to put in the new engineer practitioner's degree, and I think that's something that would really benefit UC as well. If we then pose those two around this question of distance learning, I think we could have a superb collaboration that would be very meaningful for our state.

Thank you very much.

Professor Randall Allemang: [PowerPoint presentation]

Realistically I'd like to almost follow Hamish's theme. Much of what the collaboration has become in the area of structural dynamics between our two universities grew and took a lot of time and follows a lot of the things that he has just presented.

The collaboration is in the area of structural dynamics. It involves two departments -- the mechanical engineering department at OSU and the mechanical engineering program here at UC. Today, in reality, it involves more what is called the Center for Automotive Research at OSU, with Professors Singh and Houser dominantly there; and in our research lab an activity that is called the Structural Dynamics Research Lab, involving myself and Dr. Brown.

This collaboration really has developed over the years because we have that dovetailing -- that common educational and research mission -- in the area of dynamic properties of structural systems. The previous presentation focused on the material. What we're focusing on is the concept that as you take materials and build them into complex mechanical systems, that is a very difficult system to deal with and to try to understand that in terms of vibrations, noise, acoustics, and dynamics is a difficult problem. A lot of it can be modeled, but some of it resists the attempt to analytically model.

Over the years both groups have approached these problems via an experimental approach, in addition to the theoretical or analytical approach. There is a common experimental technology that has been the basis for what we do: OSU car and the people there go back to the early '70s in the area of experimental gear dynamics, and noise and vibration that gears create in

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Professor Allemang: (contd)

mechanical systems; and here at UC it went back to the machine tool research. Cincinnati at one time was a major hub of machine tool production, and the research was vital to this area at that time back in the '60s.

Although that has been the common area, we have different industry research focuses and we do not have a lot of overlap exactly in what we do. That has limited the conflicting goals and overlap that might keep a collaboration from developing. So it's been a natural collaboration over the years.

The collaboration has developed -- again, nearly 25-30 years in forming -- in informal technology exchange and goes back to the '70s. How do we use this technology to solve our problems? Both universities have mechanical engineering seminar series and we've been back and forth in a formal way visiting, giving ideas back and forth, making presentations, and, at a minimal level, working with students.

The real focus of today's collaboration came about through two programs: 1) the NSF-sponsored Technology Exchange Symposium; and 2) the Hayes Investment Fund. The NSF-sponsored Exchange visits were focused in the area that we're both involved with and began in 1973 with a visit to Korea. This was a group of about 10 faculty and industry people that went to Korea and exchanged ideas in this area with researchers there. In the process of doing that, we spent 10 days together talking about ideas, getting plans made. Actually, the plan for the investment fund and working together on a more day-to-day or month-to-month basis was formulated during our visit to Korea in 1993. Dr. Singh and I formulated the plan for the proposal that became the basis of the Investment Fund Award.

In 1996, while in India, we continued to develop some of those things. We had not yet had that award and we talked about our future plans. In fact, some of those plans took place while we were riding on an elephant up to one of the cultural centers during that visit.

But the real nucleus of our effort has become the OBR-sponsored Hayes Investment Fund program. In late 1996, we did get involved in that and won one of the research equipment awards. The focus -- again, as Hamish pointed out -- is this automotive area, transportation. We do some work with the aircraft industry, but, certainly for the State of Ohio, the existing business that is here in both automotive production and supplier types of companies -- like Delphi Automotive in Dayton, and Goodyear in Akron, and so forth -- is very strategic.

The research focus is what we would call nonlinear structural dynamics. We can handle the things that are linear -- the things that are scalable by amplitude pretty easily -- but the nonlinearities are tough problems. People have been working on them for years and really have had no unique or generalized success in those areas.

Some of the problems that I'm talking about with respect to automotives in particular are the squeaks and rattles that you get in a car. How do you keep that from happening? It seems like a very trivial thing, but much of the money that is spent in these industries is spent satisfying customer complaints, and you have to be able to design those problems out. Without understanding them better, you can't design them out. Brakes squeal when you put on your brakes and you come to a stop and your disk brakes are going to make an "errr" (sound effect) right as you finish your stop -- a very loud noise, very objectionable -- lots of problems.

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Professor Allemang: (contd)

The other more technical side of it is trying to improve their ability to develop analytical models so that they can reduce time to production. So from design to production, you can take that 30-month window, reduce it to a 20-month window. Those kinds of things are not possible today because there has to be a test cycle that involves trying to find out where these nonlinear problems are.

Just a brief word about nonlinear structural dynamics. Generally, it's very difficult to analytically model these things because on a complex system they actually come from the process of building the system -- not the individual components so much as assembling the components. Because of that situation, the nonlinearities are generally unknown. In the real world, in the experimental approach that we're taking to base our models on, the actual nonlinearities are present in the system. So therefore, they're there, we can try to get a handle on them in an experimental sense, and develop generalized modeling methods for this nonlinear side.

Part of the investment fund built the facility at UC and other facilities at OSU that you see in this slide. I'll move ahead to the next slide and let it actually run for a second here. There will be a random type of excitation. We're able to basically simulate road inputs into an automotive structure. This is a very simple structure, just a trailer. At the end, it will go into more of a sinusoidal or a very large motion and you'll be able to see maybe more motion. So we can simulate going down the road at 60 mph hitting a pothole, we can simulate the steady state freeze joint bumps that you get on the highway, and we can simulate a very slow motion movement over a curb. Those things are the things that often cause a lot of these squeaks and rattles and problems that we see.

The other side has been kind of serendipity. There's the transportation industry, and we happen to have a very large company locally that is very interested in delivering a lot of consumer products all over the world. Their customer complaint, so to speak, is damage to the material before it ever gets there. They're designing packaging such as this packaging with open sides to the cartons, and by the time it arrives somewhere, the product is crushed and moving all over everything and they have damage claims and so forth. So again, this has been an area that we've been able to impact -- again, nonlinear types of things -- with one of the local area industries that we hadn't really anticipated.

Currently, we've just finished one of our first joint doctoral committees between Dr. Singh and I, with Doug Adams, here in March. We have active research projects with a number of local industries and we have proposals out to some of those same industries. Dr. Singh and I are both contributing editors to *Sound and Vibration* magazine, and I've included a copy in the bundle I've given you. It happens to be the issue that highlighted our nonlinear dynamics facility on the front cover. Being a contributing editor, we do get some chance to do some marketing and sharing with the world what we're doing here in the State of Ohio.

The future plans? Certainly, we're going to continue this NSF technology exchange symposia. It's scheduled to come back to OSU in 2001, together with a group from India. We have been talking over some years about graduate course sharing on some sort of distance learning basis -- e.g., World Wide Web. There are two particular sequences that we have been focused on, trying to figure out a way for our students to get access to the course at OSU and vice versa.

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Professor Allemang: (contd)

We have been planning, and it has not yet come to fruition, a graduate student summer research visit. It is a concept -- a European model -- where groups of graduate students doing research at one university spend a weekend or five days at another university, tour around, give presentations, really get a feel for what's going on, and that's something we do want to proceed with. And certainly, we'll be working on joint research proposals for agencies and industry -- that's a natural thing.

It has been a long time in building. In the last five years, we have started to gain momentum out of this collaboration and hope it will continue into the future. Thanks for the opportunity to present.

Professor Soon-Jai Khang: [PowerPoint presentation]

This research area is air pollution and coal research. It doesn't sound that fancy, but it is still a very important economic basis in the State of Ohio. We try to tell anybody who wants to get rid of the coal to know about the importance of it. The problem is that right now between 60-70 percent of electricity is coming from coal and there is no immediate plan to get rid of and replace this enormous energy basis. As I said, the State of Ohio has a big economic basis on it and you cannot talk about coal without air pollution research.

So this collaboration started in 1989. I'm not quite sure if you remember or not, but there was a \$100 million state bond issued years ago. Part of the money was to be used for the research effort and that was the beginning. Two professors at UC and Professor Fan at OSU, collaborated and submitted a research proposal to the then Ohio Development Office -- now known as the Ohio Coal Development Office. This was successful and became a consortium of four Ohio universities, strategically located in the State of Ohio -- the University of Cincinnati, The Ohio State University, Case Western Reserve University, and Ohio University.

The nature of this interaction is that this is a project funded by the Ohio Coal Development Office. It's about a \$1 million a year. These projects are peer reviewed and selected by the university research committee, representing various industries and government agencies, such as the U.S. EPA, U.S. DOE, the Electric Power Research Institute, and Babcock & Wilcox of the industry in Ohio, Synergy, AEP, and a number of other industries. There are about 10-15 members and they send their review members every year and they also review development of the research.

Consortium I was funded between 1990-1995; Consortium II was funded between 1997-2000 -- it will be ending this year; and the request for proposals for Consortium III has been announced and will be funded for an additional three years, from 2001-2003. As I said, this funding level is about \$1 million a year.

We exchange data, we exchange samples, and we share the equipment, because one university cannot have all this expensive equipment. We have regular quarterly meetings, which are conducted throughout the state and many times sponsored by each university. So we visit Ohio State University and then move to the University of Cincinnati, Ohio University, and Case Western Reserve University. Also, we conduct these meetings at the power plants. So we go to the power plants around the state and researchers and registrants will see what the real thing is. They not only see the laboratory progress, but they do see the results of the research -- where this will be applied.

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Professor Khang: (contd)

At this time The Ohio State University is acting as the lead university, with Dr. Fan as the manager of this program. This responsibility was supposed to be shared and the first time Ohio University had the responsibility. But because of the leading role of The Ohio State University, all the PIs' consensus was that Ohio State should have the leading role in this consortium.

The outcome of this collaboration is purely multi-disciplinary. Chemical engineering, environmental engineering, and mechanical engineering are all involved. There have been numerous papers, five patents have been issued so far, and, as far as I know, there have been four Department of Energy projects that were awarded as a result of our research.

The most important thing is that we are supplying the trained researchers to this field. It is very difficult to get all the statistics from all four universities, but as far as I know, there have been more than 40 Ph.D. and master degrees awarded during this period. We also summarize our results as monographs. The first monograph was published in 1998, and it was a 660-page monograph on dry scrubbing technology for fuel gas desulphurization. The second monograph is planned, and will be published in 2001. We are gathering proofreading at this time and it will be titled, "Advanced Technologies for Reduction of Emissions from Coal Usage."

The PIs at the present time include: five professors from the University of Cincinnati; four professors from The Ohio State University; three professors from Ohio University; and two professors from Case Western Reserve University. So this is truly a consortium. All research work and planning is done by consensus by the PIs getting together. That consensus is reviewed and approved by a university review committee, which represents all the agencies and the industries. So we are not working purely for the academic purpose, this has actual application out there.

As we announced, future collaboration will include Consortium III and the consensus was that Ohio State should manage this. The three areas being emphasized for Consortium III will be: 1) desulphurization for high sulphur coal, which is important for Ohio coal; 2) mercury removal, which is part of air toxics; and 3) What do we do with the CO₂? – the global warming, which is so important.

We expect to have joint research projects between the University of Cincinnati and The Ohio State University simply because they are two major universities and they are in close proximity to each other. We can visit there and have discussions the same day and we can do it together. There will be many joint research projects coming forth with Consortium III. Thank you.

Dean Ashley:

You have heard: how special equipment needs can serve as a catalyst for collaboration; how mutual and complimentary research interests have brought colleagues together; and how critical problems facing the systems of Ohio serve as a stimulus for cooperation. Each of these interactions is fueled by mutual respect and special opportunities. The Ohio Board of Regents, the Ohio Office of Development, and other state agencies are often at the center of these collaborations.

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN ENGINEERING (contd)

Dean Ashley: (contd)

For example, two years ago the Ohio Board of Regents instituted a research program to encourage university participation in the activities of the Air Force research lab at Wright Patterson Air Force Base. So far, 26 of these \$400,000 grants have been awarded to multi-university research projects, and they're based on AFRL research priorities. OSU is participating in 13 of these 26, often with the University of Cincinnati as a primary partner.

As the two leading state supported research universities in the State of Ohio, our two institutions represent agents for change. By working together, we can better leverage our strengths and resources to solve the problems of the State of Ohio. Our students are primary beneficiaries since they have access to a broader set of ideas, a more comprehensive array of researchers, and the most advanced research facilities either campus has to offer.

We are very pleased with our partnership and expect that we will continue to pursue many new and exciting collaborations in the years to come. We are open to any questions from the Board.

Provost Ray:

Are there any questions from the members of the Board?

President Kirwan:

I know I speak for the members of the Board, as well as myself, in saying how truly impressive this research is -- the collaboration that is underway. I think it's not very well known -- maybe even within our own institution, certainly in the state -- about the effectiveness and the importance of the research that is going on jointly between the two universities. We thank you very much for this most impressive presentation.

Mr. Colley:

Just as a footnote, Dean Ashley, lawyers never ask a question unless they know the answer. I don't know one answer to anything that I could ask.

Dean Ashley:

That concludes our program, thank you very much.

Mr. Colley:

Thank you very much.

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN MEDICINE

Dr. Daniel D. Sedmak:

Good morning, Chairman Colley, President Kirwan, and members of the Board of Trustees. It is a distinct pleasure for me to speak this morning at the University of Cincinnati. I graduated from the University of Cincinnati and I have many fond memories, not the least of which is learning that fine dining was Skyline Chili in Clifton at three o'clock in the morning.

It has been many years since the colleges of medicine have been established at the University of Cincinnati and at The Ohio State University. Since the

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN MEDICINE (contd)

Dr. Sedmak: (contd)

University of Cincinnati became a part of the state university system, there has been a growing, strong working relationship between our two programs. Having just heard about some of the outstanding cooperative ventures involving engineering, let me just take a couple of minutes to describe additional ones in medicine.

When it was announced that the State of Ohio would be receiving substantial funding from the national tobacco settlement, we saw an opportunity to move the state forward in a substantial way in the areas of biomedical research and biotechnology. Working closely with each of the medical schools in the state, but especially with the University of Cincinnati, Case Western Reserve University, and the Cleveland Clinic, we have been involved in a very comprehensive strategy to convince our political leaders to allocate substantial amounts of the state's approximately \$10 billion share of settlement funds for biomedical research. I'm pleased to be able to tell you about some of the successes we've had in this area.

Beginning with the recommendations of the Tobacco Task Force appointed by Governor Taft, we worked closely with the legislature and with the Governor to initially secure a recommendation that we would receive 20 percent of the settlement funds. Subsequent work and efforts on this have resulted in the General Assembly deciding to disperse, over a 12-year period, approximately \$495 million for biomedical research. We are extremely excited about these funds; they will be allocated through a peer review process. In some instances our medical researchers may compete against one another, but I suspect that in many instances there will be substantial collaboration.

I think the important point to mention about this is that it took us working together as partners, the four of us, to have the state make this commitment. Even perhaps more importantly, this money comes at a critical juncture in the evolution of science.

As many of you may have heard yesterday, there was an announcement that the human genome will be completely decoded by the end of this year. This allows us, the state, to play a significant role in the outcome of the human genome project.

There are also several additional examples of interactions that I would like to briefly mention. The College of Medicine, through its school of Public Health, has developed an interactive program in environmental health with the University of Cincinnati Department of Environmental Health. It has resulted in successful development of a joint research symposium, development of a distance learning course entitled, "Special Topics in Environmental Health," and ongoing pursuit of a joint NIH grant application.

In this regard there are two current collaborative research projects between the OSU School of Public Health and the Department of Environmental Health at UC. These include identification of susceptibility genes for lung cancer, a collaboration between Dr. Marshall Anderson, Chair of the Department of Environmental Health, and Doctors Gary Stoner and Ming You of OSU. There's also a joint project to create an animal model system to evaluate carcinogenic potential of chemical mixtures, a collaboration between Doctors Deborah Gray and David Warshawsky of UC and Dr. Gary Stoner at OSU.

Additional interactions include an educational program under development, in which students at the University of Cincinnati will be able to obtain a masters in

PRESENTATION ON OSU/UC RESEARCH INTERACTIONS IN MEDICINE (contd)

Dr. Sedmak: (contd)

public health degree from The Ohio State University. And in 1995, a research and graduate education relationship was formalized between the Departments of Pathology and the Colleges of Medicine at UC and OSU, initiated by Dr. Cecilia Fenoglio-Preiser, the Chair of Pathology at UC, and former Chair of Pathology at Ohio State, Dr. Katherine Clausen. This relationship has evolved into an annual joint conference that host nationally renowned speakers, into sponsorship of joint research projects, and into joint service on graduate dissertation committees.

In summary, these are just some examples of the very successful collaborative efforts that demonstrate the clear value of continuing to increase the number and strengths of interactions between our two fine academic medical centers. Thank you.

President Kirwan:

Dan, thank you very much for your exceptional leadership in making this collaboration possible. Once again, it is very impressive.

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**REMARKS BY JOSEPH STEGER, PRESIDENT OF THE
UNIVERSITY OF CINCINNATI**

President Kirwan:

I'd now like to call on Joe Steger, President of the University of Cincinnati. I've known of Joe for many, many years as an outstanding leader in higher education. To give you a sense of this, I think the average term of presidency at universities in the country is about four years and falling. Joe breaks that mold, because he's been president at UC for 16 years, with an amazing record of accomplishment.

Joe and I have become quite strong collaborators since I've arrived here in Ohio. I think he and I both understand that if Ohio is going to be a winner in this knowledge economy, it's going to be largely because of the work of its two major public research universities, the University of Cincinnati and The Ohio State University, the state's only public Research I universities.

Although we've heard about some impressive collaboration that's going on today and in the past, Joe and I are determined to make the best days those in the future. So with that, Joe, we'd appreciate a few words from you.

President Joseph Steger:

Thank you very much. We appreciate you coming down here; we didn't have to go to Columbus that was nice for us. But also you've been very kind in your comments about the facilities and the way things worked, and it is a beginning that I've been hoping for for 16 years.

I came here in 1982, actually as the provost, and noticed that Ohio really had no agenda -- I'm being blunt with you -- about higher education. There were institutions all over the place, a lot of education going on and research going on, but there was really no driving force. Now, what's happened to us is, of course, we're behind the curve. Georgia's ahead of us, Texas is ahead of us and maybe that's good. Because now we have watched what they did and we watched what

**REMARKS BY JOSEPH STEGER, PRESIDENT OF THE
UNIVERSITY OF CINCINNATI (contd)**

President Steger (contd):

other places have done so we know what mistakes they made, and we don't have to make them.

The collaborations have been going on with the faculty. And one thing I do want to note about the research, is almost every one of them also talked about education. People tend to say, well, if you're doing research, you're not training anybody or you're not educating anybody. It's obviously not true, and you can see it from their programs.

But I think we have to dream now. It's a chance to really make a big change in this state. We can talk about all kinds of things, and we probably, from my perspective, should put together some sort of university-wide planning group for both universities. With the Provost, and maybe Brit and I, and talk about what we really could do to change the State of Ohio and the institutions.

One of our struggles is the same as yours, what do you do with distance learning? First of all, it's an oxymoron, because it really has nothing to do with distance, it has to do with technology. And it has nothing to do with time anymore. You can do it 24-hours a day. We're struggling with that. I know you're struggling with it, but if we had a concerted effort, it may make a big difference in the State of Ohio -- for that matter, it may spread to all the campuses. So, that's one area beyond research that's been noted by everyone that spoke.

The second area, the research -- I think there again we have paralleled ourselves. We know where the future is in terms of the genome project that was mentioned and in the engineering and science and other areas. I think the research could extend further into the social sciences and other areas. We tend to focus on these because they're funded. But I can think of having dreams about other things.

I think we also ought to talk about maybe joint development of research centers. I mean really big research centers. We have companies around here that are large enough for us to do that with and they are always looking for talent and collaborating with the universities. If you take our two universities, we account for about 57-58 percent of the expenditures in research in Ohio. If you add Case Western, those three institutions -- it's 78 percent of the expenditures and growing every year. So, you're right, we are the future of the state, no question about it.

One more comment, and that is we now have the will to make a real difference, and that's what's been missing. I know now with Brit here it will really happen.

We appreciate you coming down here. I know we have a crooked building outside, but we're going to straighten it out later. When that building was going up, I would get phone calls from people driving down Martin Luther King Avenue saying, "Joe, the steel's crooked!" And I would say, "Look it's alright, don't worry!"

Mr. Chair, thank you very much. Board members and Brit, it's just wonderful having you here.

**REMARKS BY JOSEPH STEGER, PRESIDENT OF THE
UNIVERSITY OF CINCINNATI (contd)**

President Kirwan:

Joe, you've straightened out a lot of things, I'm sure you can take care of that building.

President Steger:

I'm going to leave it up to the engineering school to get that done. If you have any questions, I'll be glad to answer them.

President Kirwan:

Again, thank you so much for your hospitality and your presence.

President Steger:

My pleasure.

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PRESENTATION OF THE YOUNG SCHOLARS PROGRAM

Provost Edward J. Ray:

I'd like to call on Tim Knowles, Vice Provost for Minority Affairs, who also directs our Young Scholars Program, to introduce a participant in that program to give you a sense of how meaningful it can be in the lives of individuals. Tim --

Vice Provost Timothy S. Knowles:

Good morning, Chairman Colley, President Kirwan, and members of the Board. To my right is a Young Scholar, Gary Edmerson from Cincinnati. In a few moments, you'll hear his story as a participant in the Young Scholars Program here in Cincinnati, coordinated through The Ohio State University where he is currently enrolled as a student. Someone who is a true example of the real potential of teamwork throughout the state through our Young Scholars Program.

You may recall that in September 1999, when I had the opportunity to come before you, I talked briefly about my vision for parity in graduation -- parity between minority and non-minority undergraduate students. At some point in the future, through strategic planning, we should have no difference in the percentage of minority students who graduate from The Ohio State University and non-minorities.

I'm here to share with you one piece of the puzzle for that long-term goal, and that is the Young Scholars Program. In fact, I believe we should expand the Young Scholars Program -- similar to other speakers this morning in a partnership manner. To simply keep pace with the changes of tomorrow, we have to approach our program and services differently.

I want to give you a bit of history on the Young Scholars Program. The Young Scholars Program was created in 1988 to increase the number of low income and minority students who enroll and succeed in colleges and universities, especially The Ohio State University. It is a year-round program, designed to enhance academic, personal, and career development for students in grades seven and above. These young scholars are identified in the sixth grade and are inducted into the Young Scholars Program as seventh graders. They are

PRESENTATION OF THE YOUNG SCHOLARS PROGRAM (contd)

Vice Provost Knowles: (contd)

encouraged to maintain a 3.0 average to remain participants in the program. As they enter secondary or the ninth grade, they are recommended for the college preparatory program throughout their high school careers.

There are a total of eight young scholar centers throughout the State of Ohio. We have centers with staff in Akron, Canton, Cincinnati, Cleveland, Dayton, Lorain, Toledo, and Youngstown, and, of course, Columbus serves as the statewide coordinating office, as well as a program in the Columbus School system. A total of 3,001 seventh graders have been inducted into the program over the past 12 years. It was not until 1994 that the first senior class moved into higher education. Through the partnership with Cincinnati, 34 Cincinnati scholars have enrolled at The Ohio State University since 1994. A total of 65 scholars in all, throughout the state who have enrolled at The Ohio State University have earned their bachelor's degree.

Very recently, Wednesday and Thursday of this week, I visited four of our Young Scholars programs in the northern part of the state: Cleveland, Lorain, Akron, and Canton. I can tell you from those day-long visits that those program coordinators, the parents, the public school administrators, as well as the students -- and I even met with one graduate of The Ohio State University -- are all excited about YSP. If you didn't know it, it really does make a difference.

I want to now turn the microphone over to Gary, let him tell his story, and then we'll entertain questions from Board members. Thank you very much.

Mr. Gary Edmerson:

Good morning. As Dr. Knowles already stated, my name is Gary Edmerson and I graduated from Hughes Center here in Cincinnati in 1996. I am currently a senior at Ohio State, majoring in mechanical engineering. In addition to my affiliation with the Young Scholars Program, I am a member of the National Society of Black Engineers and Ohio State's African Student Union. My expected graduation date is June 2001.

The Young Scholars Program has been very helpful with funding my education. I chose to attend Ohio State because of the financial aid and Ohio State's engineering program. I would like to see this program continue to help support students' learning about college opportunities and the money available at The Ohio State University.

At this time I would be happy to answer any questions that you may have.

Ms. Hendricks:

Could you explain the experience of going through the program from the time you started? Could you tell us a little bit more about what it was like or how it helped other than just a scholarship?

Mr. Edmerson:

I was recruited to be in the program in 1990 when I was coming out of St. Ann's Montessori. At the time, the coordinators were Althea Barnett and Ron Parker, and they've been there for me every year I've been in the program. In addition to being there for me academically, they also supported me when I was going through school. When I was at Hughes Center, their office was in the same building, so they would check on me to see how I was doing in class, how my

PRESENTATION OF THE YOUNG SCHOLARS PROGRAM (contd)

Mr. Edmerson: (contd)

home life was going, and supported me through high school and college. They still keep in contact and make sure I'm doing everything that I need to do to succeed.

Mr. Slane:

Gary, did you consider other universities?

Mr. Edmerson:

Yes. When I graduated, I was the valedictorian; I had a 3.96 GPA, so I could have gone anywhere I wanted to. But because of Mr. Parker and Ms. Barnett saying that I should be at Ohio State, that they would look out for me and they had people up there who would look out for me, and it would make my experience easier, I chose to go to Ohio State.

Judge Duncan:

Could you comment on how the summer program helped you? Were you on campus in the summer?

Mr. Edmerson:

Every summer we would go to Ohio State for two weeks and we would take classes. Some summers we would take spatial visualization, math, English – whatever they could find to teach that wasn't being taught in the Cincinnati public schools. That helped me see things in 3-D for cad drawings and everything.

The program is starting to change now. Once you go through the program and get in college, you get the opportunity to work as a residential advisor. This means that you take the students to class and make sure their experience is the same as yours. I have recently done that this summer. I have noticed that they're cutting the program back and not offering as many classes as when I was in the program. I would like to see the program continue and have them build on it.

Mr. Patterson:

Tim, can you give us the status of the whole program? Is the program operating at capacity? I don't have a grasp of it. Is there a whole lot of potential that we haven't utilized yet? Are we getting enough students into the program? Can we do a whole lot more? Can you give us a feel for where that program stands?

Vice Provost Knowles:

I think Gary's academic background suggests, Mr. Patterson, that it would be wonderful if we could find more Gary Edmersons out there. I think our program's design, which was created about 12 years ago, could be missing some of our talented minority students in the nine cities in the surrounding areas.

For example, we currently do not reach out to embrace minority students after we've inducted a class of seventh graders. So if you happen to be a late bloomer -- if you move from California to Akron, you're getting straight A's in the Akron public school system, but you weren't here to be inducted into the Young Scholars Program as a seventh grader -- we don't have the capacity in our vision

PRESENTATION OF THE YOUNG SCHOLARS PROGRAM (contd)

Vice Provost Knowles:

or in our program design to tap that student on the shoulder and say, "We think that you are a potential Ohio State applicant."

We are now looking at coming up with a new program, maintaining what we have, and as Gary has suggested, maybe expanding the current YSP and developing a YSP Plus. We have the people year round in these urban areas. I think if we gave them another goal to find additional minority students who were not inducted early -- which is a beautiful concept -- but who are late bloomers and moved into the area that they could do that. I think with a few dollars for transportation and a couple of brochures, that the Young Scholars staff that are currently working for the University would be more than willing to be out there in front of our recruiters, both the Office of Minority Affairs and the Office of Admissions recruiters. Maybe before those students come to the city, our talented staff could be identifying more minority students for The Ohio State University.

It's going to take a little different twist and a different look at what we do, but I think we have the will to do that. I really believe YSP Plus -- doing the regular YSP, but doing a YSP Plus focusing on the juniors and seniors -- could enhance our ability to attract additional minority students.

President Kirwan:

Any other questions? Tim, let me thank you very much for the very excellent presentation and Gary, you make us very proud. We're so glad you decided to become a Buckeye.

Mr. Emerson:

Thank you.

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PRESENTATION ON COMPENSATION BENCHMARKS

Mr. Colley:

Dr. Ray is now going to introduce a presentation on compensation benchmarks.

Provost Edward J. Ray:

Thank you, Mr. Chairman. I'd like to ask Vice Provost Nancy Rudd and Associate Vice President for Human Resources Larry Lewellen to join me at the table. Nancy will give you the long and short of it in terms of comparative analysis of where compensation stands within the University relative to peer institutions and other appropriate competitive markets. Larry will talk a little bit about how we've distributed compensation in the past, so you get a sense of how we've dealt with salary distribution issues, and then I'll give you the punch line. So let me ask Nancy to start.

Dr. Nancy M. Rudd:

Good morning. I'm going to be referring to bar graphs that are in your notebook if you want to follow along. The first thing I'd like to comment on is the raise picture nationally for next year. Because if we think about what kind of raises we

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Dr. Rudd: (contd)

need to give faculty and staff in order to at least maintain our competitive position, let alone improve it, we need to be attending to what others are doing.

Based on survey data, it looks like raises in higher education nationally will range from about 3.3 - 3.8 percent next year. Raises among non-higher education groups look to be somewhat higher than that, 3.9 - 4.4 percent for all employers nationally, and 3.8 - 4.2 percent among employer groups in Ohio generally. So you might keep those numbers in mind.

I want to point out two bar graphs, in particular, that pertain to faculty salaries in our competitive position. The first one is an attempt to determine whether salary compression is becoming a problem, and the second one has to do with our competitive position with regard to staff salaries.

The first chart presents data on our current status. These are the two groups of universities. One is the benchmark group of universities -- you are aware that those 10 universities, including Ohio State, are the group of institutions that we aspire to be like in various ways. We compare ourselves to them not only with respect to salaries, but many academic indicators. The second is a more traditional comparison group, the CIC universities, which include the Big Ten -- or Big Eleven, if you will -- universities, plus two private schools.

This year among the benchmark institutions we are in 7th place out of 10, with an average salary across all faculty of \$70,350. That's about 2.5 percent below the benchmark average. I would also call your attention to the fact -- because I'll be coming back to it in a minute -- that although we're in 7th place, our average salary is very similar to the average salaries at Wisconsin, Penn State, and Texas. We're all at \$70,000 and some dollars.

In the CIC group, we are now in 9th place out of 12 institutions, because this group of universities does include two private schools of very high salaries -- our average salary is 5.2 percent below the overall average. The situation with regard to the publics is not quite so grim -- our average is 1.2 percent below the average.

In the next graph we present some information on our history of rankings and this table is becoming somewhat distressing. In the benchmark group -- and we only have five years of data, because we've only been comparing ourselves to these institutions for about that time frame -- in 1995-96 we were in 5th place. We improved our situation to 3rd place the following year, dropped down to 6th place on the two previous years, and to 7th place this year. This is not going in the right direction.

This same sort of pattern applies to the other two comparison groups in this table. First the CIC -- again, we were in 4th place 10 years ago; our situation slipped considerably. By 1994-95 we were down to 8th, and then we had a couple of good raise years compared to those institutions and our situation improved. But we are slipping again and are down to 9th this year. With respect to the AAU, I did not present data on that in the first set of charts because it's a big group. In fact, if you're interested in what institutions are in this group, there is a list of them on the following page.

We were in a much better competitive situation 10 years ago, and the same pattern of rankings appears here as appeared with regard to the CIC. We faltered badly, and by 1994-95 had dropped from 27th to 38th. We had a couple of good years in which our situation improved and now it's slipping badly again.

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Dr. Rudd: (contd)

Again, if you go back to the first graph -- I will remind you that although our ranking is slipping -- our average salary is not that much different than a group of institutions around us. The importance of this point is that, if we can put together raises for this year or maybe a couple years in a row that are ahead of the average raises of our competition, we can significantly improve our ranking situation. So that's something that we're going to be thinking about in the month ahead, as the University leadership considers a proposal to bring to you at the next meeting.

One further graph on faculty salaries -- this is chart 2-4. As a result of our slipping average salaries, last year Board members asked whether or not salary compression was beginning to be a problem. We only have information here for three colleges, and, indeed, it does show evidence that compression is beginning to be a problem.

I would call your attention particularly to assistant professor salaries because I think the difference in higher salaries compared to continuing salaries is the most solid evidence of compression. It's a little harder to determine why associate professor new hire salaries might be higher than the average of continuing faculty. It may be something about the small number of individuals hired at senior ranks that makes them different than continuing faculty.

At the assistant professor level in two of the three colleges, the average salary of new hires was higher than the salary of continuing faculty. It might also be useful for you to know that, for assistant professors, most of them are only in that rank for six years. Then they either are not with us anymore or they become tenured associate professors. So I think that for those two colleges, Humanities and Engineering, there is indeed evidence that rising market salaries are a problem in that we can't keep up the salaries of our continuing faculty. And that's a morale problem as well as a retention problem.

The next chart provides some evidence about our competitive situation with respect to staff salaries. Staff are divided into three groups: managers/administrators/professional; clerical/secretarial; and paraprofessional/technical. In two of these groups, we are way below market -- professional and paraprofessional/technical -- our average salaries are 7-8 percent below the market. That is giving us some serious recruitment problems. In the clerical/secretarial group, our average salaries are 2.8 percent above the general market, but are significantly below state government which may, in Columbus, be one of our primary competitors for staff in that professional group. So we have a competitive problem in regards to both faculty and staff. Larry?

Mr. Larry Lewellen:

Thank you, Nancy. I want to talk briefly about how we distributed the raise package that you approved last year for faculty and non-union staff, make some summary points, and then turn it back to Ed for the punch line.

If you go to page 9, let me explain what that chart is. This is the chart for faculty, unclassified staff, and classified staff, as to how we distributed the 4 percent raise budget last year. The way this works -- if you look for example at senior track faculty -- it shows there in the middle bar that 32.1 percent of faculty received a raise between 3.5 - 4.5 percent. So what this is saying is that for faculty, about one-third of the faculty received raises right around the budget guideline, but two-thirds received more or less than that, differentiating for market equity or for performance or impact. We think those are important points to

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Mr. Lewellen: (contd)

make. There is a bit more central tendency for unclassified staff and classified staff, but still there is quite a bit of differentiation compared to an entitlement mentality.

If you go to the summary page, page 10, to sort of bring some of this home: Point A) As Nancy has shown, our position has eroded over the past 10 years. To make an additional point, this is because of general raise patterns, but also because there has been several of our competing institutions that have decided in the past few years to implement special packages of pay, to especially focus on compensation to try to boost their competitive position. In the past 4 or 5 years, Iowa, Illinois, Minnesota, and Wisconsin have all done special appropriations to do that.

Point B) Nancy has shown you the information about public institutions, but there is data around private institutions that we compete with. She showed you some of this in the AAU chart that private institutions are giving raises at even higher levels than the public institutions.

Point C) I think Ed will be commenting on that.

Point D) The Faculty Compensation and Benefits Committee and Staff Advisory Committee have been urging us in the past and currently to make raise packages of at least 5 percent or above to try to do some catch-up with this. I've shown you that our funds are targeted for performance and market equity. In the last couple of pages of this packet -- I won't go over them with you -- there are lists of some of the initiatives and key things that we have been doing to show you and to help the University invest its compensation funds, as strategically as possible, given the budget that we have available.

One point it makes in there -- that's an important one I want to highlight around our compensation environment -- is that in the past year or two some of our fees that faculty and staff experience, such as parking fees and cost of benefits -- since cost of health insurance is starting to take off again -- have increased. Those increases are moderate, but are starting to affect our raise packages a little bit as well.

So those are some of the key points around the package. I'll turn it back to Ed.

Provost Ray:

We're expected to have a presentation, and I anticipate it will be pretty lively, at the University Senate tomorrow by the Faculty Compensation and Benefits Committee. That report is pretty remarkable in a couple of respects. In one respect, it's remarkable because it talks about principles that ought to be used to determine compensation increases for individuals. It's very wise and sensible about the things chairs and deans and others ought to look at in making individual decisions about compensation increases and the processes that ought to be followed so that matters are as open and transparent as possible. They need to be more open and transparent than they have been in some units in the past. So it's a very thoughtful document.

The other thing that makes the document fairly remarkable -- and I expect will be a source of much discussion in the Senate tomorrow -- is that the Faculty Compensation and Benefits Committee doesn't make a call for any particular increase in salary for next year. Larry talked about the fact, and Nancy has, that in past years FCBC and USAC -- University Staff Advisory Committee -- have

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Provost Ray: (contd)

talked about the need for, say 15 percent increases over a three-year period to do some catch-up relative to the market.

I was in a presentation of that FCBC report to the University Steering Committee a week ago today, in which, as you can imagine, some of the faculty were pretty exercised about their colleagues not making a pretty clear statement about what the University ought to do, better do, and must do to keep us competitive with the peer institutions we aspire to compete with.

I found it pretty remarkable the reaction from the chair of that committee was that they really have a sense of confidence in this administration: the President, the Provost, the Senior Vice President for Business and Finance, that all of us and you, as members of the Board of Trustees, are doing what we can to meet the competition. They didn't see that there was value added in their telling us what the number had to be. They were willing to accept that we would give them the best number that we could, understanding the same facts that they understood about where we stand relative to the competition.

Now under Point C -- in the material that you have presented to you -- a very simple observation is made. It obviously corresponds to the points that Nancy made about what we anticipate changes in compensation throughout the country will be for next year. That is, we need to be somewhere around 4 percent, we think, to hold the line and stay where we are. Even though we've slipped relative to others, you can slip back, or you can go forward, or you can stay where you are. We think we need to be around 4 percent to stay where we are relative to other institutions. It's pretty clear that 3 percent is going to make our problems worse in terms of competing for both attracting and retaining talented faculty. It's pretty clear if we could do something like 5 percent when the rest of the world is expected to do something like 4 percent, it would help us make some gains relative to others.

So we have this really unusual situation where a group -- that's sometimes in contention with the administration -- is saying, we believe two things that you tell us repeatedly. We believe you when you tell us that there are no great universities without great faculty, that we have to recruit and retain the very best. They believe us when we say that. And they believe us when we say that we're going to do the very best we can, given all of the claims on resources that we have, to provide a competitive compensation increase. We know from the numbers that we've seen, we're looking at something like 4 percent to hold the line, whether it's in 40th position in the AAU data, or the other positions that we've slipped to, both in benchmark and CIC figures.

What I'm here to tell you is -- looking at the numbers -- doing business as usual, we're looking at a 3.5 percent increase. One of the things that we'll be looking at over the course of the next few weeks and bringing back to you at next month's meeting, is our best estimate of what we can do with. Not just business as usual, but with maybe some more imaginative ways about how we can move activities off the general fund, find alternative sources for some of the things that we do at the University, and what we can ultimately do with respect to compensation. Hopefully, we can bring something back that looks more like 4 percent -- maybe a little bit more, maybe a little bit less -- we just don't know at this point. But I did want you to understand, as best I understand it and can explain it, the rather unusual circumstances we find ourselves in.

Let me stop there. I know that all of us would be happy to answer any questions that you may have.

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Mr. Colley:

Dr. Ray, if that was the punch line, let me tell you that it was outstanding. As I was listening to you, I was looking across this room at the people that I see here. And if they believe what you said, I'm proud – proud of the people of this University. Questions?

Judge Duncan:

As I look at the graphs, I think I understand that we're talking about salary. Is that right?

Provost Ray:

Right.

Judge Duncan:

What I have more difficulty in is a contextual understanding of when you feed in other benefits into the equation. Where does that put us on the hierarchy with the other folks in regard to our getting to our goal in recruiting and retaining excellent people?

Dr. Rudd:

Our benefits are actually very competitive. I was in the Faculty Compensation and Benefits Committee yesterday when the benefits subcommittee was looking at actual cost data – salary, plus the cost of benefits. We are at the bottom of the CIC in that regard, but it's because we administer our benefits so well. So the benefits committee is going to report that the real problem is salary. That our benefits cost less, but what we actually offer in terms of quantity and quality is very competitive. That committee also went around and interviewed deans this year and asked them whether benefits were an issue in recruiting and retaining faculty. The answer was no.

Mr. Lewellen:

Let me add to that for a moment. The chart that you saw in staff competitive analysis has been adjusted for the effect of benefits because there is similarity in benefits across faculty groups. But when it comes to staff, our benefits clearly are better than other regional employers. So, if it says that there's a particular staff group that shows that we're 7 percent behind the market, really our salaries are 11-12 percent behind that particular group. We've adjusted 3-4 percent of our salary position because of the value of our benefits.

Judge Duncan:

Thank you.

Ms. Hendricks:

When you say they are competitive, does that mean they're equal, about equal, or better?

Dr. Rudd:

It means they're considered as good as. It's very difficult to compare benefits packages, particularly in regard to health insurance because there are different

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Dr. Rudd: (contd)

kinds of plans and they're costed out differently. Every other year or so the Faculty Compensation and Benefits Committee works with Larry's staff to actually line up what Purdue offers, what Michigan State offers, and so on. And as near as we can see by doing that, we have a package that is at least as good as they offer.

Mr. Lewellen:

An example would be if you take other institutions that are in Social Security -- which we're not -- the cost of their pension plans, plus the cost of Social Security are higher than what we pay toward retirement, but our benefits deliver better benefits.

Dr. Rudd:

More cost effective.

Ms. Nowakowski:

As far as merit-based compensation for professors, how big a part does student input have in that, as far as either giving positive or negative feedback?

Provost Ray:

I think what you'll find the degree to which student input matters for any particular faculty person's salary is going to depend upon what the expectations are of that faculty member, whether they have a relatively heavier or lighter teaching load. I can tell you that in all of the salary recommendations that go forward, student evaluations of teaching and other evidence that faculty are asked to produce syllabuses, materials from courses, and so forth -- all of that plays a role in deciding what the compensation increase ought to be. So I think it's fair to say that it varies by individual, given their relative responsibilities. But teaching and feedback on teaching is an important part of a merit raise consideration.

President Kirwan:

The salary versus benefits question -- which is a very important consideration -- I have an impression, and I'd just be interested in your reaction. If you think of a weighting of what's most important, the salary or the benefits package -- relative comparability of benefits among the professorate around the country with that -- it is my impression that the salary has a much higher weighting in the recruitment and retention decisions than the benefits. I don't know if that's just my impression, but do you have any sense of that?

Dr. Rudd:

I'm the person in the Provost's office who signs out on counter offers, so I'm pretty attuned to the extent to which our faculty are being raided by other institutions. It's salary and it's responsibilities -- a better set of responsibilities, a better lab or something -- benefits doesn't come up at all.

Mr. Colley:

So, between the two, salary or work environment, which is more important?

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Dr. Rudd:

That would be a very individual thing, so I think it would be risky to generalize. We have to sometimes counter offer with respect to both. We're looking both at what is being offered in the way of improvement in laboratory and teaching assignments, as well as salary when we're trying to keep one of our best faculty.

Mr. Colley:

Nancy, as members of the Board we get lobbied on these issues and what I hear as the most important is larger space, laboratories, and better work environment. I hear that more than I do salary itself.

Provost Ray:

I think you want to be careful about that. You remember we've had presentations in the past where we've looked at how we're financed relative to the benchmark institutions in terms of the amount of resources available, space available per faculty, FTE, etc. We're really at a deficit relative to the aspirational peer institutions that we look at pretty much across the board. So that's what makes it that much more difficult when we're trying to make decisions about what to do with respect to compensation because resources are scarce. If we do more there, then that limits what we'll ultimately be able to do with respect to space.

At each turn of the page, we have to decide what do we need to do with respect to compensation and what do we need to do with respect to space. We clearly need to do more with respect to space and with respect to equipment and other resources that faculty need for their career development and to educate their students. But what we're hearing more and more about these days is the deficit in terms of compensation.

Ms. Hendricks:

When you use the word "faculty" which is on this one chart, and then you go to the other that says tenure track faculty -- is that a subset of faculty and that unclassified staff and tenure track faculty are lumped together? Or are staff, staff?

Mr. Lewellen:

Staff are staff. When we have unclassified staff, faculty are not part of that grouping in any way.

Ms. Hendricks:

So when we look at faculty relative to these benchmarks, that is only tenure track faculty?

Mr. Lewellen:

That's correct.

Ms. Hendricks:

I just wanted to make sure. It looks to me like that is probably the area that is the most critical, in terms of our being classified as a top tier university. Is that right?

PRESENTATION ON COMPENSATION BENCHMARKS (contd)

Provost Ray:

Right.

Ms. Hendricks:

Are we discriminating between high performance or not? You're weighting unclassified staff and civil service staff higher -- you've got a higher percentage in the top tiers of pay than you do the bottom. For example, if you look at unclassified staff, you're taking two bottom performance groups and adding them together and taking your two top groups, you get an 11 point difference. Which says those people -- and the only reason I'm saying this is you've got to be discriminating, in my view, with the monies that you've got -- in both the unclassified and civil service staff, have a much bigger delta between the lower -- what I'm assuming as lower performance people -- and higher performance people, than you do the tenured faculty.

My feeling is -- based on running large organizations -- that those are the people that are around for 20 to 25 years and they're loyal. It is hard to say, you're at your peak here and so they'll continued to be paid. I do not think necessarily that they are the people that are going to set you apart in terms of our academic standings. I'm just saying those are the tough decisions that need to be made and considered as you try to allocate all the monies that you need.

Dr. Rudd:

The Faculty Compensation and Benefits Committee has introduced a concept in its report this year for faculty. Whether this can be considered relevant to staff or not remains to be seen, but they would like to have us get away from talking about percentage increases and just talk about dollars. If this much dollars is available for compensation this year and we're going to distribute those dollars to have everybody's salary be where it should be, rather than worrying about distributing the percentage raises, that would create the opportunity of where you could look at an individual faculty or staff, and say your salary is about where it should be right now. It's not that you're a bad performer, it is just that you don't warrant a higher salary at this point in time. This is going to be quite a culture change to get that concept.

Mr. Lewellen:

What we didn't bring and could have shown you would be the tremendous difference in these charts for this past year compared to several years ago. The learning curve at the University has been discriminating as you put it, positively discriminating in its investment.

Mr. Colley:

Any other questions? What you've said is informative, enlightening, important, and motivating. As far as the members of the Board are concerned, better space and better compensation -- all those things -- are what we should strive for as members of the Board of Trustees. Thank you very much for your presentation.

(See Appendix XXXVII for Compensation Benchmarks, page 861.)

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CONSENT AGENDA

President William E. Kirwan:

We have nine resolutions on the consent agenda to present to the Board for approval today. Unless there are any objections, I'd like to recommend all nine of these resolutions to the Board:

AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS

Resolution No. 2000-119

Synopsis: The amendments to the Bylaws of the Medical Staff and Rules and Regulations of The Ohio State University Hospitals are recommended for approval.

WHEREAS The Ohio State University Hospitals Board pursuant to bylaw 3335-101-04 of the Hospitals Board Bylaws is authorized to recommend to the Board of Trustees the adoption of amendments to the Medical Staff Bylaws and Rules and Regulations of The Ohio State University Hospitals; and

WHEREAS the proposed amendments to the Medical Staff Bylaws and Rules and Regulations of The Ohio State University Hospitals were approved by the University Hospitals Board on December 16, 1999, as follows:

Amended Medical Staff Bylaws

3335-43-10 Administration of the medical staff of the Ohio state university hospitals.

(A) through (J) unchanged.

~~(K) Pharmacy and therapeutics and drug utilization committee.~~

~~(1) Composition~~

~~The committee shall be appointed in conformity with these bylaws and shall consist of a majority of members of the medical staff, together with representation of the department of pharmacy, nursing, and hospitals administration.~~

~~(2) Duties~~

~~(a) Provide the medical and hospitals staff with information and advice concerning the proper use of drugs and related products. Monitor and evaluate those drugs which are most prescribed, known to present problems or risks to patients, and which constitute a critical part of a patient's specific diagnosis, condition or procedure.~~

~~(b) Consider the welfare of patients as well as education, research and economic factors when analyzing the utilization of drugs and related products.~~

~~(c) Review periodically the clinical use of antibiotics, and make recommendations for their use.~~

~~(d) Advise on additions and deletions to the hospitals formulary.~~

~~(e) Advise on the use and control of experimental drugs.~~

**AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND
REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS (contd)**

Amended Medical Staff Bylaws (contd)

- (f) ~~Create sub-committees, as follows: pharmacy and therapeutic and drug utilization executive sub-committee; policy and surveillance sub-committee; formulary sub-committee; antibiotic usage sub-committee; and the therapeutic drug monitoring sub-committee.~~
- (g) ~~The therapeutic drug utilization monitoring sub-committee shall:~~
 - (i) ~~Establish methods by which serum blood levels may be used to improve the therapeutic activity of drugs.~~
 - (ii) ~~Establish programs to educate health care providers to the appropriate methods of monitoring the therapeutic effect in drugs via serum drug assays.~~
 - (iii) ~~Provide guidance to the therapeutic drug monitoring service at university hospitals.~~
 - (iv) ~~Recommend the development of policies and procedures to the pharmacy and therapeutic and drug utilization executive sub-committee.~~
- (L) ~~Transfusion and immunization committee.~~
 - (1) ~~Composition~~

~~The committee shall be appointed pursuant to these bylaws and include representation by nursing, the transfusion service and hospitals administration.~~
 - (2) ~~Duties~~
 - (a) ~~Evaluate the appropriateness of all transfusions including the use of whole blood and blood products.~~
 - (b) ~~Evaluate all confirmed or suspected transfusion reactions.~~
 - (c) ~~Develop and recommend policies and procedures relating to the distribution, use, handling, and administration of blood and blood products to the medical staff administrative committee.~~
 - (d) ~~Review the adequacy of transfusion services to meet patient needs.~~
 - (e) ~~Review ordering practices for blood and blood products.~~
 - (f) ~~Provide a liaison between hospitals administration, clinical departments, nursing and transfusion services.~~
 - (g) ~~Develop and monitor clinically valid criteria for screening and evaluating known or suspected blood usage concerns.~~

**AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND
REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS (contd)**

Amended Medical Staff Bylaws (contd)

~~(M)~~

(K)

~~Clinical quality and resource management committee~~ LEADERSHIP COUNCIL FOR
CLINICAL VALUE ENHANCEMENT.

THE LEADERSHIP COUNCIL SHALL CONSIST OF MEMBERS APPOINTED
PURSUANT TO THE MEDICAL STAFF BYLAWS, AND SHALL INCLUDE THE SENIOR
VICE PRESIDENT FOR HEALTH SCIENCES AND THE CHAIRPERSON OF THE
PROFESSIONAL AFFAIRS EDUCATION AND RESEARCH COMMITTEE OF THE
UNIVERSITY HOSPITALS BOARD AS EX-OFFICIO MEMBERS WITHOUT A VOTE.
THE MEDICAL DIRECTOR SHALL BE THE CHAIRPERSON OF THE LEADERSHIP
COUNCIL.

(1) CLINICAL QUALITY MANAGEMENT POLICY GROUP

~~(1)~~ (a) Composition

The ~~committee~~ MEMBERS shall be appointed pursuant to these bylaws,
including the chairpersons of each PHYSICIANS FROM VARIOUS
clinical department clinical quality and resource management sub-
~~committee~~ AREAS AND SUPPORT SERVICES, the director of clinical
quality and resource management ~~committee~~ POLICY GROUP, and
representation by nursing and hospitals administration. The chairperson
of the ~~committee~~ POLICY GROUP will be a physician.

~~(2)~~ (b) Duties

~~(a)~~ (i) Coordinate the quality assurance MANAGEMENT activities of
the clinical departments, medical records, utilization review,
infection control, pharmacy and therapeutics and drug utilization
committee, transfusion and immunization, and other medical
staff and hospitals committees.

~~(b)~~ (ii) IMPLEMENT CLINICAL IMPROVEMENT PROGRAMS TO
ACHIEVE THE GOALS OF THE UNIVERSITY HOSPITALS
QUALITY MANAGEMENT PLAN, AS WELL AS Assure
ASSURE optimal compliance with accreditation standards and
governmental regulations concerning patient care and utilization
review, as well as assure compliance with the university
hospitals-wide master plan for clinical quality and resource
management review PERFORMANCE IMPROVEMENT.

~~(c)~~ (iii) Review, analyze, and evaluate on a continuing basis the
performance of the medical staff and other health care providers;
and review, evaluate, monitor and advise the clinical department
clinical quality and resource management sub-committees in
formulating standards of care, measures of outcomes of care,
and the formulation of constructive corrective action
recommendations DEFINING, MONITORING, AND

EVALUATING QUALITY INDICATORS OF PATIENT CARE
AND SERVICES.

**AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND
REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS (contd)**

Amended Medical Staff Bylaws (contd)

- (d) (iv) Serve as liaison between the university and the Ohio peer review organizations through the chairperson of the ~~committee~~ POLICY GROUP and the director of clinical quality and ~~resource management~~.
- (e) (v) Make recommendations to the medical staff administrative committee on the establishment of and the adherence to standards of care designed to improve the quality of patient care delivered in university hospitals.
- (f) (vi) Hear and determine issues concerning the quality of patient care rendered by members of the medical staff and hospitals staff and make appropriate recommendations AND EVALUATE ~~for~~ ~~corrective~~ action PLANS when appropriate to the medical director, the chief of a clinical department, or hospitals administration.
- (g) ~~Review interdisciplinary or inter-clinical department conflicts and make recommendations to the medical staff administrative committee on policies to remedy such conflicts or to improve such interdepartmental relationships as to enhance quality patient care.~~
 - (vii) APPOINT AD-HOC INTERDISCIPLINARY TEAMS TO ADDRESS HOSPITAL-WIDE QUALITY MANAGEMENT PLAN.
- (h) (viii) Annually review and revise as necessary the hospitals-wide clinical quality and ~~resource management program~~ PLAN.
- (i) ~~Appoint a resource management review sub-committee with the following responsibilities:~~
 - (ix) REPORT AND COORDINATE WITH THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT ALL QUALITY IMPROVEMENT INITIATIVES.

(2) CLINICAL RESOURCE MANAGEMENT POLICY GROUP

(a) COMPOSITION.

THE MEMBERS SHALL BE APPOINTED PURSUANT TO THESE BYLAWS INCLUDING PHYSICIANS FROM VARIOUS AREAS AND SUPPORT SERVICES. THE DIRECTOR OF CLINICAL QUALITY AND RESOURCE MANAGEMENT POLICY GROUP, AND REPRESENTATION BY NURSING AND HOSPITALS ADMINISTRATION. THE CHAIRPERSON OF THE POLICY GROUP WILL BE A PHYSICIAN.

(b) DUTIES.

- (i) Promote the most efficient use of hospital facilities and services by ~~coordinating~~ PARTICIPATING IN the ~~conduct of admission~~ review PROCESS and continued stay reviews on all hospitalized patients, AND PROMOTE THE MOST EFFICIENT USE OF CLINICAL RESOURCES AND HOSPITAL FACILITIES AND SERVICES BY PARTICIPATING

**AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND
REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS (contd)**

Amended Medical Staff Bylaws (contd)

AND FACILITATING THE PROCESSES OF ADMISSION REVIEW, CONTINUE STAY REVIEWS, AND RESTROSPECTIVE REVIEWS AS REQUIRED.

- (ii) Formulate and maintain a written resource management review plan for hospitals consistent with applicable governmental regulations and accreditation requirements.
- (iii) Conduct resource management studies by clinical service or by disease entity as requested.
- (iv) Report and recommend to the LEADERSHIP COUNCIL FOR clinical ~~quality and resource management committee~~ VALUE ENHANCEMENT changes in clinical practice patterns in compliance with applicable governmental regulations and accreditation requirements, and when the opportunity exists to improve the resource management of hospital facilities or services.

(3) OUTCOMES MEASUREMENT POLICY GROUP

(a) COMPOSITION

THE MEMBERS SHALL BE APPOINTED PURSUANT TO THESE BYLAWS INCLUDING PHYSICIANS FROM VARIOUS CLINICAL AREAS AND SUPPORT SERVICES, REPRESENTATION BY NURSING, PHARMACY, INFORMATION SYSTEMS, HOSPITALS ADMINISTRATION, AND ANY OTHER APPROPRIATE AREAS. THE CHAIRPERSON OF THE POLICY GROUP WILL BE A PHYSICIAN.

(b) DUTIES

- (i) OVERSEE THE PRIORITIZATION, PLANNING AND ANALYSIS OF OUTCOMES MEASUREMENT PROJECTS TO BE CONDUCTED AS PART OF QUALITY IMPROVEMENT INITIATIVES AT UNIVERSITY HOSPITALS. PRIORITIZATION AND PLANNING SHOULD BE BASED ON THE PRIORITIZATION CRITERIA AND THE ANNUAL PRIORITIES APPROVED BY THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT.
- (ii) OVERSEE THE DEVELOPMENT OF OUTCOMES MEASUREMENT, RISK ASSESSMENT, AND RISK STRATIFICATION TOOLS FOR USE IN QUALITY IMPROVEMENT INITIATIVES AT UNIVERSITY HOSPITALS.
- (iii) REPORT AND RECOMMEND TO THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT SPECIFIC PROCESS AND OUTCOMES MEASURES FOR EACH CLINICAL PRACTICE GUIDELINE.
- (iv) PRESENT AND COMMUNICATE OUTCOMES MEASUREMENT DATA TO THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT.

**AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND
REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS (contd)**

Amended Medical Staff Bylaws (contd)

- (v) OVERSEE ONGOING EDUCATION OF MEDICAL STAFF (INCLUDING SPECIFICALLY HOUSESTAFF) AND OTHER APPROPRIATE HOSPITAL STAFF REGARDING THE FUNDAMENTAL CONCEPTS AND VALUE OF OUTCOMES MEASUREMENT AND ITS RELATION TO QUALITY IMPROVEMENT.
- (vi) INITIATE AND SUPPORT RESEARCH PROJECTS WHEN APPROPRIATE IN SUPPORT OF THE OBJECTIVES OF THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT.
- (vii) REGULARLY REPORT A SUMMARY OF ALL ACTIONS TO THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT.

(4) PRACTICE GUIDELINES POLICY GROUP

(a) COMPOSITION

THE MEMBERS SHALL BE APPOINTED PURSUANT TO THESE BYLAWS INCLUDING PHYSICIANS FROM VARIOUS CLINICAL AREAS AND SUPPORT SERVICES, POLICY GROUP AND REPRESENTATION BY NURSING AND HOSPITALS ADMINISTRATION. THE CHAIRPERSON OF THE POLICY GROUP WILL BE A PHYSICIAN.

(b) DUTIES

- (i) OVERSEE THE PLANNING, DEVELOPMENT, APPROVAL, IMPLEMENTATION AND PERIODIC REVIEW OF CLINICAL PRACTICE GUIDELINES FOR USE WITHIN UNIVERSITY HOSPITALS AND ITS AFFILIATED INSTITUTIONS. PLANNING SHOULD BE BASED ON THE PRIORITIZATION CRITERIA APPROVED BY THE LEADERSHIP COUNCIL AND REVIEW SHOULD FOCUS ON INCORPORATING RECENT MEDICAL PRACTICE, LITERATURE OR DEVELOPMENTS. ANNUAL REVIEW SHOULD BE DONE IN COOPERATION WITH MEMBERS OF THE MEDICAL STAFF WITH SPECIALIZED KNOWLEDGE IN THE FIELD OF MEDICINE RELATED TO THE GUIDELINE.
- (ii) REPORT REGULARLY TO THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT FOR APPROVAL OF ALL NEW AND PERIODICALLY REVIEWED CLINICAL PRACTICE GUIDELINES FOR USE WITHIN UNIVERSITY HOSPITALS AND ITS AFFILIATED INSTITUTIONS.
- (iii) OVERSEE THE DEVELOPMENT, APPROVAL AND PERIODIC REVIEW OF THE CLINICAL ELEMENTS OF COMPUTERIZED ORDERSETS AND CLINICAL RULES TO BE USED WITHIN THE INFORMATION SYSTEM OF UNIVERSITY HOSPITALS AND ITS AFFILIATED INSTITUTIONS. COMPUTERIZED

**AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND
REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS (contd)**

Amended Medical Staff Bylaws (contd)

ORDERSETS AND CLINICAL RULES RELATED TO SPECIFIC PRACTICE GUIDELINES SHOULD BE FORWARDED TO THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT FOR APPROVAL. ALL OTHER COMPUTERIZED ORDERSETS AND CLINICAL RULES SHOULD BE FORWARDED TO THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT FOR INFORMATION.

- (iv) OVERSEE THE DEVELOPMENT, APPROVAL, IMPLEMENTATION AND PERIODIC REVIEW OF CLINICAL CARE PATHWAYS FOR USE WITHIN UNIVERSITY HOSPITALS AND ITS AFFILIATED INSTITUTIONS.
- (v) OVERSEE ONGOING EDUCATION OF THE MEDICAL STAFF (INCLUDING SPECIFICALLY HOUSESTAFF) AND OTHER APPROPRIATE HOSPITAL STAFF ON THE FUNDAMENTAL CONCEPTS AND VALUE OF CLINICAL PRACTICE GUIDELINES.
- (vi) REGULARLY REPORT A SUMMARY OF ALL ACTIONS TO THE LEADERSHIP COUNCIL FOR CLINICAL VALUE ENHANCEMENT.

84-13 Pharmacy and therapeutics committee.

The pharmacy and therapeutics AND DRUG UTILIZATION committee ~~has~~ SHALL BE APPOINTED IN CONFORMITY WITH THESE BYLAWS AND HAVE representation from medical staff, nursing, pharmacy department, college of pharmacy, and hospital administration. The majority of members shall be members of the medical staff. The committee shall meet at least quarterly and carry out the following duties:

- (A) Unchanged.
- (B) PROVIDE THE MEDICAL AND HOSPITALS STAFF WITH INFORMATION AND ADVICE CONCERNING THE PROPER USE OF DRUGS AND RELATED PRODUCTS. MONITOR AND EVALUATE THOSE DRUGS WHICH ARE MOST PRESCRIBED, KNOWN TO PRESENT PROBLEMS OR RISKS TO PATIENTS, AND WHICH CONSTITUTE A CRITICAL PART OF A PATIENT'S SPECIFIC DIAGNOSIS, CONDITION OR PROCEDURE.
- (C) CONSIDER THE WELFARE OF PATIENTS AS WELL AS EDUCATION, RESEARCH AND ECONOMIC FACTORS WHEN ANALYZING THE UTILIZATION OF DRUGS AND RELATED PRODUCTS.
- (D) ADVISE ON THE USE AND CONTROL OF EXPERIMENTAL DRUGS.
- ~~(B)~~ (E) Balance unchanged.
- ~~(C)~~ (F) Balance unchanged.
- ~~(D)~~ (G) Balance unchanged.
- ~~(E)~~ (H) Balance unchanged.

**AMENDMENTS TO THE MEDICAL STAFF BYLAWS AND RULES AND
REGULATIONS OF THE OHIO STATE UNIVERSITY HOSPITALS (contd)**

Amended Rules and Regulations

- (I) CREATE SUB-COMMITTEES, AS FOLLOWS: PHARMACY AND THERAPEUTIC AND DRUG UTILIZATION EXECUTIVE SUB-COMMITTEE; POLICY AND SURVEILLANCE SUB-COMMITTEE; FORMULARY SUB-COMMITTEE; ANTIBIOTIC USAGE SUB-COMMITTEE; AND THE THERAPEUTIC DRUG MONITORING SUB-COMMITTEE.
- (J) THE THERAPEUTIC DRUG UTILIZATION MONITORING SUB-COMMITTEE SHALL:
- (1) ESTABLISH METHODS BY WHICH SERUM BLOOD LEVELS MAY BE USED TO IMPROVE THE THERAPEUTIC ACTIVITY OF DRUGS.
 - (2) ESTABLISH PROGRAMS TO EDUCATE HEALTH CARE PROVIDERS TO THE APPROPRIATE METHODS OF MONITORING THE THERAPEUTIC EFFECT IN DRUGS VIA SERUM DRUG ASSAYS.
 - (3) PROVIDE GUIDANCE TO THE THERAPEUTIC DRUG MONITORING SERVICE AT UNIVERSITY HOSPITALS.
 - (4) RECOMMEND THE DEVELOPMENT OF POLICIES AND PROCEDURES TO THE PHARMACY AND THERAPEUTIC AND DRUG UTILIZATION EXECUTIVE SUB-COMMITTEE.

84-14 Transfusion and immunization committee.

- (A) The transfusion and immunization committee ~~has~~ SHALL BE APPOINTED PURSUANT TO THESE BYLAWS AND INCLUDE representation from physicians of the clinical departments frequently using blood products, nursing, transfusion service, and hospital administration. The majority of members shall be members of the medical staff. The committee shall meet at least quarterly and carry out the following duties:

(1) through (8) unchanged.

Balance unchanged.

NOW THEREFORE

BE IT RESOLVED, That the foregoing amendments to the Medical Staff Bylaws and Rules and Regulations of The Ohio State University Hospitals be adopted as recommended by the University Hospitals Board.

AMENDMENTS TO THE RULES OF THE UNIVERSITY FACULTY

Resolution No. 2000-120

Synopsis: Approval of the following amendments to the Rules of the University Faculty are recommended.

WHEREAS the University Senate pursuant to rule 3335-1-09 of the Administrative Code is authorized to recommend through the President to the Board of Trustees the adoption of amendments to the Rules of the University Faculty as approved by the University Senate; and

AMENDMENTS TO THE RULES OF THE UNIVERSITY FACULTY (contd)

WHEREAS the proposed changes in the Rules of the University Faculty were approved by the University Senate on March 11, 2000:

Amended Rules

3335-5-21 Secretary OF THE UNIVERSITY FACULTY.

(A) ~~The secretary of the university faculty shall be the secretary of the university senate (in accordance with rule 3335-5-452 of the Administrative Code). The secretary shall keep the records of the meetings of the university faculty and shall furnish to the president for report to the board of trustees all matters passed by the university faculty requiring board of trustees approval or action.~~ A TENURED MEMBER OF THE REGULAR FACULTY, APPOINTED BY THE PRESIDENT FROM THREE NOMINEES SUBMITTED BY THE EXECUTIVE COMMITTEE OF FACULTY COUNCIL, THE TERM OF OFFICE SHALL BE FOR THREE YEARS. PRIOR SERVICE AS SECRETARY SHALL NOT PRECLUDE NOMINATION TO THIS OFFICE. DURING THE TERM OF OFFICE THE SECRETARY SHALL BE REASSIGNED FOR A MINIMUM OF FIFTY PERCENT TIME TO THE OFFICE OF THE FACULTY COUNCIL DURING AUTUMN, WINTER, SPRING AND SUMMER QUARTERS.

(B) THE RESPONSIBILITIES OF THE SECRETARY OF THE UNIVERSITY FACULTY SHALL BE TO:

- (1) KEEP THE RECORDS OF THE MEETINGS OF THE UNIVERSITY FACULTY AND SHALL FURNISH TO THE PRESIDENT FOR REPORT TO THE BOARD OF TRUSTEES ALL MATTERS PASSED BY THE UNIVERSITY FACULTY REQUIRING APPROVAL OR ACTION.
- (2) COUNSEL AND ADVISE MEMBERS OF THE FACULTY SEEKING INFORMATION AND CLARIFICATION OF UNIVERSITY-WIDE POLICIES THAT AFFECT FACULTY, E.G., SEXUAL HARASSMENT, PAID EXTERNAL CONSULTING, CONFLICT OF INTEREST, WORKPLACE VIOLENCE, AND SCHOLARLY MISCONDUCT.
- (3) REFER FACULTY TO APPROPRIATE SENATE COMMITTEES OR DISPUTE RESOLUTION MECHANISMS WHEN ISSUES SUCH AS COMPLAINTS OVER PROMOTION AND TENURE, OR ALLEGED INFRINGEMENT OF ACADEMIC FREEDOM ARISE. THE SECRETARY OF THE FACULTY WILL NOT, HOWEVER, SERVE AS A MEDIATOR FOR INDIVIDUAL FACULTY MEMBER COMPLAINTS.
- (4) SERVE AS AN ADVOCATE OF THE COLLECTIVE INTERESTS OF THE UNIVERSITY FACULTY ON ISSUES OF CAMPUS-WIDE IMPORTANCE.
- (5) SERVE AS A MEMBER OF THE FACULTY CABINET OF THE FACULTY COUNCIL.
- (6) CONSULT REGULARLY WITH THE OFFICE OF ACADEMIC AFFAIRS AND THE COMMITTEE ON ACADEMIC FREEDOM AND RESPONSIBILITY AND ADVISE THE OFFICE OF ACADEMIC AFFAIRS AND THE COMMITTEE ON ACADEMIC FREEDOM AND RESPONSIBILITY ON THE ADEQUACY OF AND NEEDED IMPROVEMENTS IN THE DISPUTE RESOLUTION MECHANISMS AVAILABLE TO FACULTY.
- (7) WORK TO INCREASE THE FACULTY AWARENESS OF AND PARTICIPATION IN THE UNIVERSITY SENATE AND OTHER UNIVERSITY-WIDE GOVERNANCE BODIES.

AMENDMENTS TO THE RULES OF THE UNIVERSITY FACULTY (contd)

Amended Rules (contd)

3335-5-452 Secretary of the university senate.

(A) Unchanged.

(B) The responsibilities of the secretary of the university senate will be to:

(1) through (7) unchanged.

~~(8) Serve as secretary of the university faculty in accordance with rule 3335-5-21 of the Administrative Code.~~

3335-7-28 Repetition of courses.

(A) No change

(B) Undergraduate or professional students, as defined in rule 3335-9-01 of the Administrative Code, who have received a mark of "A," "A-," "B+," "B," "B-," "C+," "C," "C-," "D+," or "D," "K," OR "PA" in a course at this university may repeat the course for credit only upon the recommendation of the authorized representative of the dean or director of their enrollment unit. NO COURSE FOR WHICH ONE OF THESE MARKS HAS BEEN RECEIVED MAY BE REPEATED MORE THAN ONE TIME, OTHER THAN FOR AUDIT.

~~(C) Undergraduate or professional students, as defined in rule 3335-9-01 of the Administrative Code, who have received a mark of "A," "A-," "B+," "B," "B-," "C+," "C," "C-," or "PA" in a course at this university or elsewhere may repeat the course only as auditors, in accordance with rule 3335-7-29 of the Administrative Code.~~

~~(D)~~

(C) Balance unchanged.

~~(E)~~

(D) Balance unchanged.

~~(F)~~

(E) Balance unchanged.

NOW THEREFORE

BE IT RESOLVED, That the foregoing amendments to the Rules of the University Faculty be adopted as recommended by the University Senate.

HONORARY DEGREES

Resolution No. 2000-121

Synopsis: The awarding of honorary degrees is recommended for approval.

WHEREAS the Committee on Honorary Degrees and the University Senate, pursuant to rule 3335-5-488 of the Administrative Code, have approved for recommendation to the Board of Trustees awarding of honorary degrees as listed below:

HONORARY DEGREES (contd)

John N. Bahcall	Doctor of Science
William H. Form	Doctor of Sociology

and

WHEREAS pursuant to paragraph (C) of rule 3335-3-03 of the Administrative Code, the President, after consultation with the Steering Committee of the University Senate, recommended to the Board of Trustees awarding of an honorary degree as listed below:

Richard J. Solove	Doctor of Science
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NOW THEREFORE

BE IT RESOLVED, That the above honorary degrees be awarded in accordance with the recommendation at a time convenient to the University and the recipients.

WAIVER

Resolution No. 2000-122

WHEREAS pursuant to the Board's acceptance of the Report of the Committee on Retirement and Insurance on February 6, 1959, "principal administrative officials" of The Ohio State University are to be relieved of their administrative assignments at age 65; and

WHEREAS the University's appointment of Donna B. Evans as dean of the College of Education would be restricted by the age 65 exclusion; and

WHEREAS the University wishes to continue the appointment of Donna B. Evans in this administrative post beyond her sixty-fifth birthday:

NOW THEREFORE

BE IT RESOLVED, That the provisions of the February 6, 1959 Report of the Committee on Retirement and Insurance be waived to allow for the continued appointment of Donna B. Evans as dean of the College of Education through June 30, 2005.

PERSONNEL ACTIONS

Resolution No. 2000-123

RESOLVED, That the personnel actions as recorded in the Personnel Budget Records of the University since the March 3, 2000 meeting of the Board, including the following Appointments/Reappointments, Appointment of Chairpersons, Promotion, Leaves of Absence Without Salary, Professional Improvement Leaves, and Emeritus Titles, as detailed in the University Budget be approved and the Medical Staff Appointments/Reappointments (The Ohio State University Medical Center), approved on February 24, 2000 by The Ohio State University Hospitals Board, and the Medical Staff Appointments (The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute), approved March 21, 2000 by The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute, be ratified.

PERSONNEL ACTIONS (contd)

Appointments

Name: DONNA B. EVANS
Titles: Dean and Professor
College/School: Education/Physical Activity and Educational Services
Term: July 1, 2000 through June 30, 2005
Present Position: Dean and Professor, Darden College of Education, Old Dominion University, Norfolk, Virginia

Name: JEAN M. HUBBLE
Title: Associate Professor (The Clayton C. Wagner Parkinson's Disease Research Professorship)
Department: Neurology
Term: April 1, 2000 through June 30, 2004

Name: BRAD A. MYERS
Title: University Registrar
Office: Academic Affairs, Enrollment Management
Effective: February 1, 2000
Present Position: Acting University Registrar

Reappointments

Name: JESSIE L. AU
Title: Professor (The Dorothy M. Davis Chair in Cancer Research)
College: Medicine and Public Health
Term: July 1, 2000 through June 30, 2004

Name: DONALD L. FRY
Title: Professor (The S. Robert Davis Chair in Medicine)
College: Medicine and Public Health
Term: July 1, 2000 through June 30, 2004

Name: PASCAL J. GOLDSCHMIDT
Title: Professor (The John H. and Mildred C. Lumley Chair in Medicine)
College: Medicine and Public Health
Term: July 1, 2000 through June 30, 2004

Name: DOUGLAS M. LAMBERT
Title: Professor (The Raymond E. Mason Professorship in Transportation and Logistics)
College: Business
Term: July 1, 2000 through June 30, 2005

Name: GARY D. STONER
Title: Professor (Lucius A. Wing Chair in Cancer Research and Therapy)
College: Medicine and Public Health
Term: July 1, 2000 through June 30, 2004

Appointment of Chairpersons

February 21, 2000 through September 30, 2001

African-American and African Studies

William T. McDaniel*

*Acting

PERSONNEL ACTIONS (contd)

Appointment of Chairpersons (contd)

July 1, 2000 through June 30, 2004

Statistics

Douglas A. Wolfe

Promotion

COLLEGE OF MEDICINE AND PUBLIC HEALTH

PROMOTION TO PROFESSOR

Edward A. Copelan, Internal Medicine – effective retroactively to 7/1/98

Leaves of Absence Without Salary

MICHAEL BRAUNSTEIN, Professor, College of Law, effective Autumn Semester 2000 and Spring Semester 2001, to participate in two federal court cases at the forefront of eminent domain law.

DANIEL C. K. CHOW, Professor, College of Law, effective Autumn Semester 2000 and Spring Semester 2001, to visit the University of Georgia School of Law.

Professional Improvement Leaves

TAYLAN ALTAN, Professor, Department of Industrial, Welding, and Systems Engineering and Mechanical Engineering, effective Autumn Quarter 2000, Winter Quarter and Spring Quarter 2001.

JAMES J. BRUDNEY, Professor, College of Law, effective Autumn Semester 2000 and Spring Semester 2001.

ARTHUR F. GREENBAUM, Professor, College of Law, effective Spring Semester 2001.

THOMAS C. GRUBB, JR., Professor, Department of Evolution, Ecology, and Organismal Biology, effective Spring Quarter 2001.

BERNARD J. HAMROCK, Professor, Department of Mechanical Engineering, effective Autumn Quarter 2000, Winter Quarter, Spring Quarter, and Summer Quarter 2001.

VERNAL H. KENNER, Professor, College of Mechanical Engineering, effective Autumn Quarter 2000 and Winter Quarter 2001.

BARBARA M. NEWMAN, Professor, Department of Human Development and Family Science, effective Summer Quarter and Autumn Quarter 2000, and Winter Quarter and Spring Quarter 2001.

MOHAMMAD SAMIMY, Professor, Department of Mechanical Engineering, effective Autumn Quarter 2000, Winter Quarter and Spring Quarter 2001.

WILLIAM E. WOLFE, Professor, Department of Civil and Environmental Engineering and Geodetic Science, effective Autumn Quarter 2000, Winter Quarter and Spring Quarter 2001.

STEPHEN YURKOVICH, Professor, Department of Electrical Engineering, effective Spring Quarter 2001.

CHUNG-MIN CHEN, Associate Professor, Department of Anthropology, effective Autumn Quarter 2000.

PERSONNEL ACTIONS (contd)

Professional Improvement Leaves (contd)

CYNTHIA J. ROBERTS, Associate Professor, Center for Biomedical Engineering and Department of Ophthalmology, effective Autumn Quarter 2000, Winter Quarter and Spring Quarter 2001.

AMANDA A. SIMCOX, Associate Professor, Department of Molecular Genetics, effective Autumn Quarter 2000, Winter Quarter and Spring Quarter 2001.

JOHN W. SIMPSON, Associate Professor, Knowlton School of Architecture, effective Winter Quarter and Spring Quarter 2001.

JANET M. STEFFENSMEIER, Associate Professor, Department of Political Science, effective Autumn Quarter 2000, Winter Quarter and Spring Quarter 2001.

Professional Improvement Leave—Change in Dates

CARL J. POLLARD, Professor, Department of Linguistics, change leave from Winter Quarter and Spring Quarter 2000, to Winter Quarter 2000.

Emeritus Titles

ROBERT W. BACKOFF, School of Public Policy and Management, with the title Professor Emeritus, effective April 1, 2000.

JOHN O. COOPER, School of Physical Activity and Educational Services, with the title Professor Emeritus, effective July 1, 2000.

CARTER L. OLSON, College of Pharmacy, with the title Professor Emeritus, effective April 1, 2000.

WILLIAM G. OWEN, Ohio State University Extension, with the title Professor Emeritus, effective April 1, 2000.

CARL E. SPEICHER, Department of Pathology, with the title Professor Emeritus, effective July 1, 2000.

JOHN R. WARMOLTS, Department of Neurology, with the title Professor Emeritus, effective April 1, 2000.

M. S. NARASIMMA MURTHY, Department of Pathology, with the title Clinical Professor Emeritus, effective April 1, 2000.

JOHN W. RAY, Department of Otolaryngology, with the title Clinical Professor Emeritus, effective April 1, 2000.

LARRY D. LOTZ, Ohio State University Extension, with the title Associate Professor Emeritus, effective April 1, 2000.

BARBARA J. GILBERT, Ohio State University Extension, with the title Instructor Emeritus, effective April 1, 2000.

LARRY J. PETERSON, College of Dentistry, Professor Emeritus title rescinded, effective March 1, 2000.

PERSONNEL ACTIONS (contd)

Medical Staff Appointments (The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute)

February/March 2000

Initial Appointments – Faculty

Randall K. Wolf, M.D., Associate Attending, Cardiothoracic Surgery, Clinical Associate Professor

Initial Appointments – Advanced Practice Nursing

Tara Chinn, CRNA
Kathleen Hoffman, CRNA
Jamie Kaplin, CRNA
Michael Kelley, CRNA
Joanne Lester, R.N., M.S.N., C.N.P.
Charles Martin, CRNA
Constance Moore, CRNA

Provisional to Full Appointment – Faculty

Lawrence DeRenne, M.D., Associate Attending, Pathology
Deborah Gordish, M.D., Associate Attending, General Internal Medicine
Richard Kloos, M.D. Associate Attending, Endocrinology
Stephanie Ladson-Wofford, M.D., Associate Attending, Nephrology
Sean Malone, M.D., Associate Attending, General Internal Medicine
Tasos Manokas, D.O., Associate Attending, Digestive Diseases
Bradley Needleman, M.D., Associate Attending, General Surgery
Gerard Nuovo, M.D., Associate Attending, Pathology
Pierluigi Porcu, M.D., Attending, Hematology/Oncology
John Schwarzell, M.D., Associate Attending, General Surgery
Adam Tzagournis, M.D., Associate Attending, Digestive Diseases

Provisional to Full Appointment – Community

Thomas Ericksen, M.D., Community Associate, General Internal Medicine
Gary Lau, M.D., Community Associate, Ophthalmology
Mujeeb A. Ranginwala, M.D., Community Associate, Rheumatology
Siva Thanamayooran, M.D., Community Associate, General Internal Medicine
Khairat Uddin, M.D., Community Associate, Internal Medicine

Change in Medical Staff Category

Dr. Hari Sharma, Associate Attending, from inactive back to full appointment.
Dr. Carolyn Misick, from Associate Attending, Pathology, to Community Associate, Pathology.

RESOLUTIONS IN MEMORIAM

Resolution No. 2000-124

Synopsis: Approval of ten Resolutions in Memoriam.

RESOLVED, That the Board adopt the following Resolutions in Memoriam and that the President be requested to convey a copy to the families of the deceased.

RESOLUTIONS IN MEMORIAM (contd)

Ann J. Buckeridge

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on November 10, 1999, of Ann J. Buckeridge, Associate Professor Emeritus in the College of Nursing.

Ann J. Buckeridge was a native of Indiana. She received her Bachelor of Science degree in nursing from Wayne State University in 1950 and her Master of Science degree in nursing education from the University of Chicago in 1954.

Professor Buckeridge joined The Ohio State University College of Nursing faculty in 1954. While on the faculty, she took post-masters courses in education and business, served on many college and University committees, as well as being an advisor to student organizations. She also was active in the community. From 1962 to 1968 she was a consultant to the Ohio Nurses' Association Professional Practice Committee, and from 1964 to 1968 she served as a consultant to the Ohio Department of Health, Division of Nursing.

At the time of her retirement in 1981, she was recognized for years of loyal and effective service to the College of Nursing. Colleagues, former students and patients wrote letters attesting to the influence that she had on their lives. They all mentioned her genuine concern for students and patients, and the fact that she always took time to listen and to help.

On behalf of the University community, the Board of Trustees expresses to the family of Ann J. Buckeridge its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to her family as an expression of the Board's heartfelt sympathy.

Jot D. Carpenter

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on February 17, 2000, of Jot D. Carpenter, Professor of Landscape Architecture in the Knowlton School of Architecture.

Professor Carpenter held a Bachelor of Landscape Architecture degree from the University of Georgia and a Master of Landscape Architecture degree from Harvard University. He taught at Cornell University before coming to The Ohio State University in 1972. Professor Carpenter was a professor of landscape architecture in the Knowlton School of Architecture and taught in the school for over 28 years. He served as chair of the Landscape Architecture Department at Ohio State University for 14 years, from 1972 to 1986. His teaching and scholarship interest focused on site planning, history of the landscape architectural profession, and computer applications for site planning and design. Professor Carpenter was an enthusiastic and dedicated teacher who expected much, but who was extremely devoted to his students.

Professor Carpenter served as both a consultant and volunteer in the National Park Service, where he conducted studies for Yosemite National Park, Redwood National Park, and Glacier National Park. In 1987, he conducted research on the visual resources for the Three Gorges of the Yangtze River as part of his appointment as a National Visiting Scientist Committee for Scholarly Communication with the People's Republic of China, National Academy of Sciences. Among his numerous publications, he edited the Handbook of Landscape Architectural Construction, which recently was cited in *Landscape Architecture* magazine as one of the profession's ten most influential books of the past century.

Professor Carpenter served his profession at the highest level. He was a member and fellow of the American Society of Landscape Architects and he served as the national president from 1978 to 1979. In 1982, he was awarded the President's medal, which is the highest honor the Society bestows on its members. In 1999, Professor Carpenter was named a distinguished alumnus by both of his alma maters.

RESOLUTIONS IN MEMORIAM (contd)

Jot D. Carpenter (contd)

Jot Carpenter was an active member of the University community and served on numerous school, college, and University committees, including the Council of Academic Affairs, the chair of the Committee on Traffic and Parking and Public Safety, College of Engineering Dean's Council, and Chadwick Arboretum. He was an impassioned proponent for the improvement of the campus environment.

On behalf of the University community, the Board of Trustees expresses to the family of Professor Jot D. Carpenter its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

Henry D. Colson

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on February 11, 2000, of Dr. Henry D. Colson, Professor Emeritus in the College of Mathematical and Physical Sciences.

Henry Colson was a native of Minnesota. He received his bachelors and masters degrees from the University of Minnesota in 1941 and 1943, respectively, and a certificate in meteorology in 1945 at the Massachusetts Institute of Technology. He received his Ph.D. degree at the University of Minnesota in 1950.

Professor Colson taught at the University of Minnesota from 1941 to 1947 and at Bimidji State College until 1955. In 1951, he became chairman of the Joint Graduate Council of five state colleges in Minnesota. He moved to the Air Force Institute of Technology in 1955 where, besides teaching, he served as assistant chairman. He joined The Ohio State University in 1960, was promoted to professor in 1971, and retired as professor emeritus in 1981.

Professor Colson's duties at Ohio State involved him with the areas of engineering, physics, education, and administrative science. He served on more than 200 Ph.D. General Examination Committees, took an active part in thesis preparation, and served on about 20 reading committees.

He had several joint publications with colleagues in metallurgical engineering and business administration. He gave invited talks on "Analyzing Tactics" at a NATO conference in Portugal, and on "Cybernetic Modeling of Adaptive Systems" at a national meeting of the Operations Research Society. While consulting at North American Aviation, he prepared over 50 papers in various applied areas. He was a research consultant with Battelle Memorial Institute.

Dr. Colson was a retired Lieutenant Commander, U.S. Navy, and 50-year member of Wadena Lodge #156, F&AM. His many fervent interests included opera, bird watching, and the cultivation of roses.

On behalf of the University community, the Board of Trustees expresses to the family of Professor Henry D. Colson its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

William C. Davis

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on February 4, 2000, of William Courtney Davis, Professor Emeritus in the Department of Electrical Engineering.

RESOLUTIONS IN MEMORIAM (contd)

William C. Davis (contd)

Professor Davis received his degree in electrical engineering from The Ohio State University, and became an instructor in 1943. His academic career was interrupted for service as a lieutenant in the Navy during World War II. He rejoined the faculty in 1947, and became a full professor in 1960. He served as consultant for companies like North American Rockwell, Boeing, and General Motors. Long a respected teacher, Professor Davis was well known for his mentoring skills and the ability to bring out the best in his students, many of whom have gone on to prestigious careers in academics and industry. Professor Davis carried over this keen interest in the development of young people to the Columbus community, and a fund in his memory has been established to benefit the Boy Scouts of America.

Professor Davis participated actively and made significant contributions in programs on radar research at the OSU Antenna Laboratory (now OSU ElectroScience Laboratory) and in pattern recognition research in the former Circuits and Communication Systems Laboratory. He was also an active member in professional organizations, such as the Institute of Radio Engineers (IRE) and the Institute of Electrical and Electronics Engineers (IEEE).

On behalf of the University community, the Board of Trustees expresses to the family of Professor William C. Davis its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

June Z. Fullmer

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on January 31, 2000, of Dr. June Zimmerman Fullmer, Professor Emeritus in the Department of History.

Dr. Fullmer was a native of Illinois. She received her B.S. and M.S. degrees from the Illinois Institute of Technology and her Ph.D. in physical chemistry in 1948 from Bryn Mawr College. After taking her Ph.D., she did post-doctoral work at Oxford University. She was an assistant professor at Chatham College (1950-1953), served as a research associate at Carnegie Institute of Technology (1954-1955), then moved to Newcomb College (1955-1964) as associate professor and head of the Department of Chemistry. In 1966, she joined the Department of History at The Ohio State University, where she taught history of science as an associate and then full professor, retiring in 1984.

During her distinguished career, Dr. Fullmer held grants from the National Science Foundation and fellowships from the American Association of University Women, the American Council of Learned Societies, and the Guggenheim Foundation. Her publications, ranging from technical articles in chemistry journals, to biography, to essays on science and poetry, indicated the expertise of her mind. Dr. Fullmer was the author of *Sir Humphry Davy's Published Works*, published in 1969 and 1970 by Harvard University Press and Oxford University Press.

Dr. Fullmer was in the process of completing her multi-volume biography of Sir Humphry Davy, being published by the American Philosophical Society. Page proofs for the first volume, *Young Humphry Davy: The Making of an Experimental Chemist*, arrived just after she died.

June Fullmer's intellect, wit, and engagement with the world were undiminished, although decades of illness had wasted her body. She was a generous friend, genuinely concerned for others. An accomplished scholar and teacher, Dr. Fullmer was an inspiration to her colleagues and students and a special advocate and mentor for the women in her department.

RESOLUTIONS IN MEMORIAM (contd)

June Z. Fullmer (contd)

On behalf of the University community, the Board of Trustees expresses to the family of Dr. June Zimmerman Fullmer its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to her family as an expression of the Board's heartfelt sympathy.

Clyde D. Gump

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on January 31, 2000, of Clyde D. Gump, Assistant Professor Emeritus in the College of Dentistry.

Dr. Gump was a Columbus native who graduated from North High School before attending The Ohio State University. He was a 1941 graduate of the College of Dentistry. Shortly after graduation, he was commissioned as a dental officer in the United States Army and saw action in North Africa and Italy. Following his honorable discharge from the service, he opened a dental practice in Grandview, later moving to a location in Upper Arlington.

He joined the faculty of the College of Dentistry in 1953, where he served as a part-time instructor. In 1960, he became a full-time member of the faculty, serving as an instructor and an assistant professor for 20 years. He is best remembered by his students as a pre-clinical instructor in dental techniques.

He was a member of the Columbus Dental Society, the Ohio Dental Association, and the American Dental Association. He was an avid outdoorsman, enjoying sailing, bird watching, hiking, camping, and mountain climbing.

On behalf of the University community, the Board of Trustees expresses to the family of Dr. Clyde D. Gump its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed in the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

William D. Heintz

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on January 22, 2000, of William D. Heintz, Professor Emeritus in the College of Dentistry.

Dr. Heintz was a Columbus native who graduated from South High School before attending The Ohio State University. He enrolled in the Arts-Dentistry program in 1925 and was awarded his Bachelor of Arts and Doctor of Dental Surgery degrees in 1932. While a student, he excelled in both varsity track and field and cross-country. He entered the practice of dentistry in 1932 in Columbus and continued until 1943 when he entered the military as a First Lieutenant in the U.S. Army Dental Corps. He was discharged in 1946 as a Captain after serving two years in the South Pacific Theatre.

Dr. Heintz continued his interest in track and field after completing his varsity eligibility, first as an official while he was in dental school and after his graduation. He was appointed varsity cross country head coach and assistant track coach at Ohio State in 1937 after serving as an assistant coach for the United States Olympic Team and as Jesse Owens' interpreter at the 1936 Olympics in Berlin. He continued as a track coach at Ohio State until his induction into the Army in 1942.

Following his discharge from the Army, he returned to private practice in Columbus for four years, after which he returned to the military serving at Walter Reed Hospital and later at the U.S. Army Central Dental Laboratory in Frankfurt, Germany. While at Walter Reed, he was the assigned dentist for President Harry S. Truman. He left the Army in 1953 and joined the faculty of the College of Dentistry as an instructor. He served as the Chairman of Removable Partial Dentures

RESOLUTIONS IN MEMORIAM (contd)

William D. Heintz (contd)

for ten years and rose to the rank of professor. During his tenure at Ohio State, he became interested in the prevention of facial injuries of athletes and developed the first athletic mouth guard and initiated the dental program for the Department of Athletics. Upon his retirement in 1979, he was awarded the title professor emeritus.

On behalf of the University community, the Board of Trustees expresses to the family of Dr. William D. Heintz its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

J. David Johnson

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on January 21, 2000, of J. David Johnson, Professor of Molecular and Cellular Biochemistry, School of Biomedical Science, College of Medicine and Public Health.

J. David Johnson was born in McKenzie, Tennessee, on March 11, 1949. Dr. Johnson received his undergraduate degree from Michigan State University, and then received his M.S. and Ph.D. degrees in biophysics in 1974 and 1976, respectively, from the same university. After receiving his postdoctoral training from Baylor College of Medicine, he began his academic career as an assistant professor at the University of Cincinnati, College of Medicine.

Dr. Johnson joined The Ohio State University in 1983 as an associate professor of medical biochemistry. He rose to the rank of professor in 1988. He was an outstanding teacher who was admired by both medical and graduate students for his unique style of lecture presentation. True to form, he challenged students to think deeply while entertaining them at the same time.

David Johnson was respected as an outstanding scientist. Dr. Johnson's many scientific contributions include determination of the role of calcium and calcium binding proteins in the regulation of diverse physiological processes such as muscle contraction and plant growth. He generated several research grants from federal and non-federal agencies to continue his research on these timely topics. His articles have been published in numerous well-established scientific journals. He had an undeniable reputation for reliability. In his professional life, nothing was more important than designing and executing provocative experiments. He was an excellent mentor of graduate students.

Professor Johnson was a member of the Biophysical Society, the American Heart Association, and the American Society of Biological Chemists. He served in numerous intramural and extramural committees.

Dr. Johnson's love of science was matched only by his zest for life. He was always working around his home in the country with its many acres of woods and stables where his wife Cynde boards horses. He could be found cutting down trees, splitting wood, or cleaning his stables. He was also an avid cyclist and jogger. David Johnson was indeed a remarkable person.

On behalf of the University community, the Board of Trustees expresses to the family of Professor J. David Johnson its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

RESOLUTIONS IN MEMORIAM (contd)

Ross A. Norris

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on February 20, 2000, of Ross A. Norris, Associate Professor Emeritus in the Department of Art Education.

Dr. Norris was born on January 13, 1926, in Montreal, Canada. He completed his M.S. degree in art education in 1959 and his M.F.A. degree in printmaking in 1963 at the University of Wisconsin. He went on to earn his Ph.D. degree there in 1966 in philosophy of education and philosophy.

From 1944 to 1946, Dr. Norris served in the U.S. Army Infantry as a German interpreter and police officer. During the late 1940s through the 1950s, he worked as an illustrator for both the Chicago Natural History Museum and the University of Wisconsin Department of Zoology. Before his Ohio State career began in 1968, he taught art in primary and secondary schools in Wisconsin, and was an instructor at the University of Wisconsin.

Dr. Norris guided the dissertations of many Ph.D. students to completion at The Ohio State University, while serving on several committees for the College of Education. In 1972, he was promoted to associate professor, the rank with which he retired.

He was a published illustrator and author, and his graphics were exhibited at art shows throughout the nation. He was a fellow of the Philosophy of Education Society and belonged to the Ohio Art Education Association.

On behalf of the University community, the Board of Trustees expresses to the family of Dr. Ross A. Norris its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

Alga D. "Peg" Weaver

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on February 3, 2000, of Alga D. Weaver, Associate Professor Emeritus in the Ohio State University Extension.

Professor Weaver was born September 25, 1917, in Hilliard, Ohio. She completed her Bachelor of Science degree in 1940 in home economics at The Ohio State University, and a Master of Science degree in home economics at Cornell University in 1945. Throughout her career in Extension, she continued her education at UCLA, the University of Colorado, the University of Wisconsin, and Colorado State University.

Peg Weaver began her Extension career in Ohio in 1953 as the home demonstration agent in Tuscarawas County. She held this position until her retirement in March 1976.

Her contributions in providing excellent Extension education programs during her career earned her the respect and admiration of co-workers and associates throughout the state and nation. Under her leadership, a "Beautification" program was developed in Tuscarawas County. She also conducted numerous educational classes on canning, nutrition, home furnishings, clothing construction, and money management. Professor Weaver's technical knowledge in home economics subject matter was recognized and earned her numerous awards and recognition locally, as well as statewide and nationally.

On behalf of the University community, the Board of Trustees expresses to the family of Alga D. Weaver its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed in the minutes of the Board of Trustees as an expression of the Board's heartfelt sympathy.

REPORT OF RESEARCH CONTRACTS AND GRANTS

Resolution No. 2000-125

Synopsis: The reports on research and other sponsored program contracts and grants and the summary for February 2000 are presented for Board acceptance.

WHEREAS monies are solicited and received on behalf of the University from governmental, industrial, and other agencies in support of research, instructional activities, and service; and

WHEREAS such monies are received through The Ohio State University Research Foundation:

NOW THEREFORE

BE IT RESOLVED, That the research agreement between The Ohio State University and The Ohio State University Research Foundation for the contracts and grants reported herein during the month of February 2000 be approved.

REPORT ON UNIVERSITY DEVELOPMENT

Resolution No. 2000-126

Synopsis: The report on the receipt of gifts and the summary for February 2000 are presented for Board acceptance.

WHEREAS monies are solicited and received on behalf of the University from alumni, industry, and various individuals in support of research, instructional activities, and service; and

WHEREAS such gifts are received through The Ohio State University Development Fund and The Ohio State University Foundation; and

WHEREAS this report includes the establishment of twenty (20) new named endowed funds and amendments to two (2) endowed funds:

NOW THEREFORE

BE IT RESOLVED, That the acceptance of the report from The Ohio State University Development Fund and The Ohio State University Foundation during the month of February 2000 be approved.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

TOTAL UNIVERSITY PRIVATE SUPPORT

July-February
1998-99 Compared to 1999-00

GIFT RECEIPTS BY Donor Type

Dollars
July through February

	<u>1998-99</u>	<u>1999-00</u>	<u>% Change</u>
Individuals:			
Alumni (Current Giving)	\$ 28,087,553	\$ 20,135,245	-28
Alumni (From Bequests)	<u>784,430</u>	<u>4,603,843</u>	487
Alumni Total	\$ 28,871,983	\$ 24,739,088	-14
Non-Alumni (Current Giving)	\$ 8,086,520	\$ 14,189,709	75
Non-Alumni (From Bequests)	<u>3,803,680</u>	<u>4,158,834</u>	9
Non-Alumni Total	\$ 11,890,200	\$ 18,348,543	54
Individual Total	\$ 40,762,183	\$ 43,087,631	6
Corporations/Corp. Foundations	\$ 24,677,029	\$ 24,607,996	0
Private Foundations	\$ 6,704,388	\$ 9,427,260	41 ^A
Associations & Other Organizations	\$ <u>2,051,813</u>	\$ <u>3,432,835</u>	67 ^B
Total	\$ 74,195,413	\$ 80,555,722	9

NOTES

A Foundation giving at the \$10,000 or more level is up 40% so far this year (\$8.6 million from 137 gifts this year; \$6.1 million from 108 gifts last year).

B Other organizations and associations have given about \$1.0 million more at the \$10,000 or more level so far this year compared with last year.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

TOTAL UNIVERSITY PRIVATE SUPPORT (contd)

July-February
1998-99 Compared to 1999-00

GIFT RECEIPTS BY PURPOSE

Dollars
July through February

	<u>1998-99</u>	<u>1999-00</u>	<u>% Change</u>
Gift Receipts to Current Use & Endowment Funds:			
Buildings/Equipment	\$ 19,305,815	\$ 15,663,751	-19
Faculty Support	\$ 8,210,980	\$ 10,348,788	26
Program Support	\$ 29,649,084	\$ 35,514,802	20
Student Financial Aid	\$ 9,690,830	\$ 12,043,436	24
Annual Funds-Colleges/Departments	\$ 5,554,987	\$ 5,768,436	4
Annual Funds-University	\$ <u>1,783,717</u>	\$ <u>1,216,509</u>	-32
Total	\$ 74,195,413	\$ 80,555,722	9

GIFT ADDITIONS TO ENDOWMENT

Dollars
July through February

<u>1998-99</u>	<u>1999-00</u>	<u>% Change</u>
\$33,112,983	\$30,213,039	-9

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND

	<u>Previous Gifts</u>	<u>Current Gifts</u>	<u>Total Gifts</u>
<u>Establishment of Named Endowed Funds</u>			
Dr. Daniel Jolly and Dr. Greg Ness Student Research Fund (Support for student research – College of Dentistry; provided by a gift from Dr. James and Georgia Naylor)		\$25,000.00	\$25,000.00
The Bob Rodabaugh Agriculture Scholarship Fund (Grandfathered) (Scholarships - College of Food, Agricultural and Environmental Sciences; provided by gifts in memory of C. Robert Rodabaugh from his family, friends and colleagues)	\$15,312.00		\$15,312.00

Change in Description of Named Endowed Fund

Katherine H. vanFossen Wildflower Garden Endowment Fund
(Transferred from Foundation to University)

Change in Name and Description of Named Endowed Fund

From: Tien-Yi Li Prize Fund
To: Tien-yi Li Prize Fund

THE OHIO STATE UNIVERSITY FOUNDATION

	<u>Previous Gifts</u>	<u>Current Gifts</u>	<u>Total Gifts</u>
<u>Establishment of Named Endowed Funds</u>			
The Kettering Biomedical Engineering Scholarship Fund (Scholarships – College of Engineering; provided by gifts from The Kettering Fund)		\$300,000.00	\$300,000.00
The Chih-Ming and Jane Chen Graduate Fellowship Fund in Medicinal Chemistry and Pharmacognosy (Graduate student fellowships – College of Pharmacy; provided by a gift from Chih-Ming Chen and Jane Chen)		\$265,000.00	\$265,000.00
The Kathy and Alec Wightman Endowment Fund for Cancer Genetics Research (Human genetics research at the Comprehensive Cancer Center - Arthur G. James Cancer Hospital and Richard J. Solove Research Institute; provided by gifts from John Drinko and the Wightman Family)		\$115,150.00	\$115,150.00

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

	<u>Previous Gifts</u>	<u>Current Gifts</u>	<u>Total Gifts</u>
<u>Establishment of Named Endowed Funds (contd)</u>			
The Wells Family Athletic Scholarship Fund (Scholarships – Department of Athletics; provided by gifts from William D. Wells)		\$100,000.00	\$100,000.00
Robert D. Lowrie Innovation Endowment Fund (Dean's Discretionary – Fisher College of Business; provided by gifts from Robert D. Lowrie)		\$69,231.25	\$69,231.25
The Dr. Boong Youn Cho Endowed Fund in Physics (Graduate Fellowships – College of Math and and Physical Sciences; provided by gifts from Jungsoon Cho, Helen Cho, Tony Cho, and Judy Cho)		\$40,000.00	\$40,000.00
The Leo Yassenoff Foundation Endowed Research Fund (Research support for Jewish studies – College of Humanities; provided by a gift from The Yassenoff Foundation)		\$40,000.00	\$40,000.00
The Richard Shroyer and Cheryl Evans Leiss Family Fund (One-third of annual income for Stefanie Spielman Breast Cancer Research – CHRI; two-thirds for Scholarships - College of Food, Agricultural, and Environmental Sciences)		\$37,628.91	\$37,628.91
The James M. Barrett Family Endowment Fund (Support for agricultural extension programs and scholarships - College of Food, Agricultural, and Environmental Sciences)		\$26,600.00	\$26,600.00
The Donald T. Witiak Graduate Student Award Fund in Medicinal Chemistry (Student awards – College of Pharmacy; provided by gifts from Deanne B. Witiak and friends and colleagues of the late Donald T. Witiak)		\$25,825.00	\$25,825.00
The Ruth Kroff Foster Scholarship Fund in Elementary Education (Scholarships – College of Education; provided by gifts from Ruth and Ralph Foster)		\$25,794.00	\$25,794.00
The Class of 1974 Scholarship Fund for Student Nurses (Scholarships – College of Nursing; provided by gifts from Jennifer R. Watts and graduates of the Class of 1974)		\$25,653.78	\$25,653.78

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

	<u>Previous Gifts</u>	<u>Current Gifts</u>	<u>Total Gifts</u>
<u>Establishment of Named Endowed Funds (contd)</u>			
The Joe and Marlene Berwanger and Ed and Mary Jane Overmyer Athletic Scholarship Fund (Scholarships – Department of Athletics; provided by gifts from Joseph M. Berwanger and Edwin L. Overmeyer)		\$25,549.06	\$25,549.06
The Nancy J. Davis Hospice Nursing Scholarship Fund (Nursing scholarships - Arthur G. James Cancer Hospital and Richard J. Solove Research Institute; provided by gifts from colleagues, friends and family in memory of Nancy J. Davis)		\$25,388.00	\$25,388.00
The Fred Kaufmann Memorial Scholarship Fund (Scholarships – College of Engineering; provided by Stephen E. Kaufmann in memory of his father)		\$25,258.13	\$25,258.13
The Lawrence L. Mankoff Memorial Endowed Scholarship Fund in the College of Engineering (Scholarships – College of Engineering provided by gifts from the family of Lawrence L. Mankoff)		\$25,123.00	\$25,123.00
The Lowell C. Hoelle Memorial Scholarship Fund in Electrical Engineering (Scholarships – College of Engineering; provided by gifts in memory of Lowell C. Hoelle by his widow, Mary S. Hoelle, and his sons, John L. and Thomas S. Hoelle)		\$25,014.58	\$25,014.58
The Dr. Craig W. Anderson Family Basketball Scholarship Fund (Scholarships – Department of Athletics; provided by gifts from Craig and Deborah Anderson and family)		\$25,000.00	\$25,000.00
Total	\$15,312.00	\$1,247,215.71	\$1,262,527.71

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND

Establishment of Named Endowed Funds

Dr. Daniel Jolly and Dr. Greg Ness Student Research Fund

The Dr. Daniel Jolly and Dr. Greg Ness Student Research Fund was established April 7, 2000, by the Board of Trustees of The Ohio State University with a gift from Dr. James and Georgia Naylor in honor of Dr. Daniel Jolly and Dr. Greg Ness, faculty members in the College of Dentistry.

All gifts are to be invested in the University's Permanent Endowment Fund under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to support research being conducted by dental students in the College of Dentistry, with preference given to projects that focus on dental issues and their relationship to medical problems. Selection of the recipient(s) shall be determined by the Oral and Maxillofacial Surgery and Post-doctoral General Dentistry program faculty or others as designated by the dean. The award may be used for stipends, supplies, travel, publications, or other research-related needs. Any unused income is to be reinvested to principal annually.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Board of Trustees in consultation with the dean of the College of Dentistry, appropriate chairperson, or program administrative officer in order to carry out the desire of the donors.

\$25,000.00

The Bob Rodabaugh Agriculture Scholarship Fund

The Bob Rodabaugh Agriculture Scholarship Fund was established April 7, 2000, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund in memory of C. Robert Rodabaugh (B.S.Agr. '73) from his family, friends and colleagues.

All gifts are to be invested in the University's Permanent Endowment Fund under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide a scholarship(s) to undergraduate students from Madison County or one of the contiguous counties (Franklin, Pickaway, Fayette, Greene, Clark, Champaign, or Union) who are enrolled in the College of Food, Agricultural, and Environmental Sciences at The Ohio State University. Scholarship recipients will be selected in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Board of Trustees in consultation with the Vice President for Agricultural Administration in order to carry out the desire of the donors.

\$15,312.00
(Grandfathered)

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND (contd)

Change in Description of Named Endowed Fund

Katherine H. vanFossen Wildflower Garden Endowment Fund

The Katherine H. vanFossen Wildflower Garden Endowment Fund was established March 3, 2000, by the Board of Trustees of The Ohio State University. The description was revised April 7, 2000, to reflect that the gift was made to The Ohio State University Development Fund from Albert vanFossen, M.D., in memory of his mother, Katherine H. vanFossen, to be used for the perpetuation and function of the Katherine H. vanFossen Wildflower Garden.

All gifts are to be invested in the University's Permanent Endowment Fund under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual income shall be used for the Katherine H. vanFossen Wildflower Garden - to enhance the landscape design and further the purpose, function, and maintenance of the garden within The Ohio State University Chadwick Arboretum. Expenditures for the garden may include, but are not limited to items such as: landscape designs, establishment of wildflower plantings, construction of structures and walkways, and overall maintenance of the garden. The chief administrative officer for the Ohio State University Chadwick Arboretum and the chairperson of the associated administrative unit and/or their designees shall have the responsibility and must approve expenditures from the fund.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Board of Trustees in consultation with the appropriate college dean, department chairperson, or program administrative officer in order to carry out the desire of the donor.

Change in Name and Description of Named Endowed Fund

Tien-yi Li Prize Fund

The Tien-Yi Li Prize Fund was established on September 6, 1985, by the Board of Trustees of The Ohio State University with a gift to The Ohio State University Development Fund from Julia L. Li, in honor of the late Professor Emeritus Tien-yi Li of the Department of East Asian Languages and Literatures and the Department of History. The name and the description were revised April 7, 2000.

Before coming to The Ohio State University on July 1, 1969, Dr. Li was a Professor of Chinese Culture at Yale University. From then until July 1, 1985, he served as the Mershon Professor of Chinese History and Literature at Ohio State, where he concurrently was the chair of the Department East Asian Languages and Literatures from 1971-1975. After his retirement from Ohio State, Dr. Li taught for eight years as a Chair Professor of History and Literature at Tunghai University in Taiwan.

All gifts are to be invested in the University's Permanent Endowment Fund under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual income shall be divided into equal portions: one to be used by the Department of East Asian Languages and Literatures for rewarding an outstanding graduate student in Chinese language and literature; the other is to be used by the Department of History for rewarding an outstanding graduate student in Chinese history and culture. If no recipient in either department is identified, the income is to be reinvested in principal.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND (contd)

Change in Name and Description of Named Endowed Fund (contd)

Tien-yi Li Prize Fund (contd)

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then the income may be used for any purpose whatsoever as determined by the Board of Trustees with preference being given to recommendations from the dean of the College of Humanities, made in conjunction with the chairs of the Department of East Asian Languages and Literatures and History in order to carry out the desire of the donor.

THE OHIO STATE UNIVERSITY FOUNDATION

Establishment of Named Endowed Funds

The Kettering Biomedical Engineering Scholarship Fund

The Kettering Biomedical Engineering Scholarship Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from The Kettering Fund, Dayton, Ohio.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to fund scholarships for biomedical engineering majors in each their junior and senior years. Half of the scholarships will be reserved for students native to Ohio. Scholarship recipients will be selected in consultation with the University Committee on Student Financial Aid.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the dean of the College of Engineering in order to carry out the desire of the donor.

\$300,000.00

The Chih-Ming and Jane Chen Graduate Fellowship Fund in Medicinal Chemistry and Pharmacognosy

The Chih-Ming and Jane Chen Graduate Fellowship Fund in Medicinal Chemistry and Pharmacognosy was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from Chih-Ming Chen, Ph.D., and Jane Chen of Fort Lauderdale, Florida.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide one graduate student fellowship to a female graduate student within the Division of Medicinal Chemistry and Pharmacognosy at the College of Pharmacy. The recipient of the annual award shall be determined by the chair of the division in consultation with the dean of the College of Pharmacy or his/her designee.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

**The Chih-Ming and Jane Chen Graduate Fellowship Fund
in Medicinal Chemistry and Pharmacognosy (contd)**

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate college dean, department chairperson, or program administrative officer in order to carry out the desire of the donors.

\$265,500.00

The Kathy and Alec Wightman Endowment Fund for Cancer Genetics Research

The Kathy and Alec Wightman Endowment Fund for Cancer Genetics Research at the Comprehensive Cancer Center – The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation. It was made possible by a generous principal gift from John Deaver Drinko (J.D. '44, LL.M. '86) and associates in Cleveland, Ohio, in honor of Alec Wightman for his leadership of The James Cancer Hospital and Solove Research Institute Foundation. Additional gifts were made by the Wightman family.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to support human genetics research at the Comprehensive Cancer Center – The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute at The Ohio State University as approved by the director of The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute, the director of the Comprehensive Cancer Center, and the dean of the College of Medicine and Public Health and Senior Vice President for Health Sciences. Any unused income shall be returned to the principal of this fund.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the director of The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute, the director of the Comprehensive Cancer Center, and the dean of the College of Medicine and Public Health and Senior Vice President for Health Sciences in order to carry out the desire of the donors.

\$115,150.00

The Wells Family Athletic Scholarship Fund

The Wells Family Athletic Scholarship Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from William D. Wells, Westerville, Ohio.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

The Wells Family Athletic Scholarship Fund (contd)

The annual income shall be used to supplement the grant-in-aid scholarship costs of a student athlete who is a member of the varsity baseball team pursuing an undergraduate degree at The Ohio State University. Recipients shall be selected by the Director of Athletics in consultation with the University Committee on Student Financial Aid.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the Director of Athletics in order to carry out the desire of the donor.

\$100,000.00

Robert D. Lowrie Innovation Endowment Fund

The Robert D. Lowrie Innovation Endowment Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Robert D. Lowrie (B.S.Bus.Adm. '67) of Aurora, Illinois.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used by the dean of The Max M. Fisher College of Business to support activities of the faculty, students, and staff in accordance with the strategic plans of the college.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the person or unit with spending authority and/or appropriate University official in order to carry out the desire of the donor.

\$69,231.25

The Dr. Boong Youn Cho Endowed Fund in Physics

The Dr. Boong Youn Cho Endowed Fund in Physics was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts to the Foundation from Jungsoon Cho, Columbus, Ohio; Helen H. Cho, Columbus, Ohio; Tony D. Cho, Diamond Bar, California; and Judy H. Cho, Chicago, Illinois.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide graduate fellowship support for one or more students in the Department of Physics. The recipient will be chosen by the chairperson of the Department of Physics, with preference for those studying solid-state physics. Any unused income will be returned to the principal of this fund.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

The Dr. Boong Youn Cho Endowed Fund in Physics (contd)

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate college dean, department chairperson, or program administrative officer in order to carry out the desire of the donors.

\$40,000.00

The Leo Yassenoff Foundation Endowed Research Fund

The Leo Yassenoff Foundation Endowed Research Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from the Leo Yassenoff Foundation.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to support research in conjunction with the scholarly work in Jewish philosophy and/or Jewish studies. The fund will be administered by the director of the Melton Center for Jewish Studies.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the dean of the College of Humanities, in consultation with the director of the Melton Center for Jewish Studies in order to carry out the desire of the donor.

\$40,000.00

The Richard Shroyer and Cheryl Evans Leiss Family Fund

The Richard Shroyer and Cheryl Evans Leiss Family Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Richard Shroyer Leiss (B.S. Animal Sciences '60; M.S. Horticulture Food Technology '62) and Cheryl Evans Leiss (B.S. Family Resource Management '64) of Columbus, Ohio.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

One-third of the annual income shall be directed to the Stefanie Spielman Breast Cancer Research Fund to be used in perpetuity for breast cancer research. Two-thirds of the annual income shall be used to support students whose major study and/or research focus is human nutrition and food science in the Department of Food Science and Technology. The student must have financial need and have been a resident of Ohio for at least 10 years.

The use of the annual income for support of a student in the human nutrition field shall be directed by the Vice President for Agricultural Administration, in consultation with the chair of Food Science and Technology, and the Office of Student Financial Aid.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

The Richard Shroyer and Cheryl Evans Leiss Family Fund (contd)

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the Vice President for Agricultural Administration in order to carry out the desire of the donors.

\$37,628.91

The James M. Barrett Family Endowment Fund

The James M. Barrett Family Endowment Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, in honor of and in memory of James M. Barrett (B.S. Animal Sciences '62; M.S. Agricultural Education '94), County Extension Agent, Washington County with gifts from his family, friends, and colleagues.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to support equally: scholarships for students who reside in Washington County and were members of 4-H or FFA. First preference shall be for freshmen entering the College of Food, Agricultural, and Environmental Sciences. Second preference shall be given to students of any grade level enrolled in the College of Food, Agricultural, and Environmental Sciences. If such a student is not identified then the scholarship can be awarded to any other Ohio State student in any college. The second use shall be the support of the agricultural extension program in Washington County and will be directed at the discretion of the Agriculture Extension Agent or their successor. Uses shall include but not be exclusively for: equipment, program expenses, printing, in-service programs, and travel. The third use shall be the support of the Washington County Junior Fair, and shall be directed by the County 4-H Agent or their successor. The income shall be used to support 4-H, FFA and other youth program members' junior fair experiences in Washington County. The first priority for uses is the support of physical facilities for youth programs at fairgrounds. Other uses shall include: junior fair board activities, field trips, equipment, and educational programs.

The use of the annual income for the College of Food, Agricultural, and Environmental Sciences scholarships shall be directed by the assistant dean of Academic Affairs in consultation with the scholarship committee and the Office of Student Financial Aid. Members of the Barrett family can be included in student interviews. The use of the annual income for agricultural programs in Washington County shall be directed by the County Extension Agent, Agriculture. The use of the annual income for 4-H junior fair activities shall be directed by the County Extension Agent, 4-H and Youth Development.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the Vice President for Agricultural Administration, in consultation with the director of Ohio State University Extension or their successor(s), in order to carry out the desire of the donors.

\$26,600.00

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

The Donald T. Witiak Graduate Student Award Fund in Medicinal Chemistry

The Donald T. Witiak Graduate Student Award Fund in Medicinal Chemistry was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Deanne B. Witiak (B.S.Ed. '73; M.A. Education '89) of Mt. Vernon, Ohio, and friends and colleagues of the late Professor Donald T. Witiak.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to recognize graduate student achievement in cancer research in the College of Pharmacy's Division of Medicinal Chemistry and Pharmacognosy. The recipient of the annual award shall be determined by the chair of the division and a senior research professor in medicinal chemistry in consultation with the dean of the College of Pharmacy or his/her designee.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate college dean, department chairperson, or program administrative officer in order to carry out the desire of the donors.

\$25,825.00

The Ruth Kroff Foster Scholarship Fund in Elementary Education

The Ruth Kroff Foster Scholarship Fund in Elementary Education was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts to the Foundation from Ruth Kroff Foster (B.S.Ed. '54) and Ralph Vernon Foster (B.S.Pharm. '56).

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide scholarship support to women students in the College of Education, who have an undergraduate grade point average of 3.0 or above, and who are preparing to become elementary teachers. Scholarship recipients will be selected in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the dean of the College of Education in order to carry out the desire of the donors.

\$25,794.00

The Class of 1974 Scholarship Fund for Student Nurses

The Class of 1974 Scholarship Fund for Student Nurses was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Jennifer R. Watts (B.S.Nurs. '74), and graduates of the Class of 1974.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

The Class of 1974 Scholarship Fund for Student Nurses (contd)

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used for undergraduate nursing scholarships, with preference given to students with the greatest financial need. Selection of the recipients will be made by the dean of the College of Nursing upon the recommendation of the assistant dean and academic counselor, and in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate college dean, department chairperson, or program administrative officer in order to carry out the desire of the donors.

\$25,653.78

**The Joe and Marlene Berwanger and Ed and Mary Jane Overmyer
Athletic Scholarship Fund**

The Joe and Marlene Berwanger and Ed and Mary Jane Overmyer Athletic Scholarship Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Joseph M. Berwanger (B.A. '60) and Edwin L. Overmyer (B.S.Agr. '61) of Columbus, Ohio.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to supplement the grant-in-aid scholarship costs of student athletes competing in a varsity sport pursuing undergraduate degrees at The Ohio State University. First priority for selection shall be given to members of the varsity football team, with the option to award the scholarship to other deserving student-athletes participating in varsity sports other than football. Recipients shall be selected by the Director of Athletics in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the Director of Athletics in order to carry out the desire of the donors.

\$25,549.06

The Nancy J. Davis Hospice Nursing Scholarship Fund

The Nancy J. Davis Hospice Nursing Scholarship Fund at The Arthur G. James Cancer Hospital and Richard J. Solove Research Institute at The Ohio State University (The James) was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation (the Foundation), with gifts from colleagues, friends and family in memory of Nancy J. Davis.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

The Nancy J. Davis Hospice Nursing Scholarship Fund (contd)

The annual income shall be used to support one or more scholarships in the field of hospice nursing to be awarded by The James. Scholarships shall be awarded annually and recipients may apply for a second award. Application guidelines shall be determined by and recipients shall be selected by the administrator of Nursing Services at The James and the director of The James, in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the director of Nursing at The James and the director of The James in order to carry out the desire of the donors.

\$25,388.00

The Fred Kaufmann Memorial Scholarship Fund

The Fred Kaufmann Memorial Scholarship Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Stephen E. Kaufmann (B.S.I.S.E. '81), in memory of his father.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income will provide need-based scholarships for outstanding undergraduates who are U.S. citizens and majors in either the Department of Civil and Environmental Engineering and Geodetic Science or the Department of Aerospace Engineering and Aviation. Scholarship recipients will be selected in consultation with the University Committee on Student Financial Aid.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the dean of the College of Engineering in order to carry out the desire of the donor.

\$25,258.13

**The Lawrence L. Mankoff Memorial Endowed Scholarship Fund
in the College of Engineering**

The Lawrence L. Mankoff Memorial Endowed Scholarship Fund in the College of Engineering was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from the family of Lawrence L. Mankoff (B.S. Engineering '48).

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to commemorate Lawrence L. Mankoff through a scholarship for undergraduate students in the College of Engineering. The recipient(s) shall demonstrate academic excellence and a financial need. First priority will be given to students majoring in engineering physics and second priority will be given to students majoring in electrical

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

**The Lawrence L. Mankoff Memorial Endowed Scholarship Fund
in the College of Engineering (contd)**

engineering. The final selection will be made by the dean of the College of Engineering in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the College in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the dean of Engineering in order to carry out the desire of the donors.

\$25,123.00

The Lowell C. Hoelle Memorial Scholarship Fund in Electrical Engineering

The Lowell C. Hoelle Memorial Scholarship Fund in Electrical Engineering was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts to the Foundation in memory of Lowell C. Hoelle (B.E.E. '40) from his widow, Mrs. Mary S. Hoelle, and his sons, John L. Hoelle and Thomas S. Hoelle.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income will provide scholarship support for electrical engineering students who are academically strong and deserving of financial assistance. Each Lowell C. Hoelle Scholar will be eligible to compete for renewed selection. The award recipients shall be chosen by the chairperson for the Department of Electrical Engineering in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate college dean, department chairperson, or program administrative officer in order to carry out the desire of the donors.

\$25,014.58

The Dr. Craig W. Anderson Family Basketball Scholarship Fund

The Dr. Craig W. Anderson Family Basketball Scholarship Fund was established April 7, 2000, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Dr. Craig (M.D. '76) and Deborah Anderson and family of Columbus, Ohio.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to supplement the grant-in-aid scholarship costs of a student athlete who is a member of the men's basketball team pursuing an undergraduate degree at The Ohio State University. Recipients will be selected by the Director of Athletics in consultation with the University Committee on Student Financial Aid.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Establishment of Named Endowed Funds (contd)

The Dr. Craig W. Anderson Family Basketball Scholarship Fund (contd)

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the Director of Athletics in order to carry out the desire of the donors.

\$25,000.00

REPORT OF AWARD OF CONTRACTS

Resolution No. 2000-127

**BLANKENSHIP HALL – PHASE II
CALDWELL LAB REMODELING
MARION – MORRILL HALL RENOVATION**

Synopsis: Acceptance of the report of award of contracts and establishment of contingency funds for the Blankenship Hall – Phase II, Caldwell Lab Remodeling, and Marion – Morrill Hall Renovation projects are requested.

WHEREAS resolutions adopted by the Board of Trustees May 7, 1993, February 6, 1998, and June 5, 1998 authorized the President and/or Vice President for Business and Finance to request construction bids in accordance with established University procedures, and if satisfactory bids were received to award contracts for the following projects:

(* Recommended alternates included in these amounts)

Blankenship Hall – Phase II

This project is the second phase of remodeling to create the facilities needed for some of the departments in the Office of Business and Finance, the Commencement and Special Events Office, and general building space. The total project cost is \$3,297,661; funding is provided by central University funds. The estimated completion date is June 2000. The contracts awarded are as follows:

Design:	Feinknopf Macioce Schappa Architects, Inc., Columbus, Ohio
General Contract:	Altman Company, Columbus, Ohio
Amount:	\$896,422
Estimate:	\$1,074,092
Plumbing Contract:	L. T. Mandeville, Columbus, Ohio
Amount:	\$104,129
Estimate:	\$107,690
HVAC Contract:	Columbus Heating and Ventilating, Columbus, Ohio
Amount:	\$373,333
Estimate:	\$436,070
Electric Contract:	Hatzel & Buehler, Inc., Circleville, Ohio
Amount:	\$374,000
Estimate:	\$436,070

REPORT OF AWARD OF CONTRACTS (contd)

Blankenship Hall – Phase II (contd)

Demolition Contract:	Nafzger, Inc., Westerville, Ohio
Amount:	\$180,250
Estimate:	\$182,954
Total All Contracts:	\$1,747,884
Contingency Allowance:	\$174,788
Total Project Cost:	\$3,297,661

Caldwell Lab Remodeling

This project remodels portions of the first and second floors of Caldwell Laboratory for general classrooms and College of Engineering use and remodels areas in Bolz Hall for College of Engineering use. The total project cost is \$1,631,517; funding is provided by House Bill 748 (\$156,831), House Bill 790 (\$713,904), House Bill 904 (\$642,081), College of Engineering (\$68,700) and Department of Physical Facilities (\$50,000). The estimated completion date is August 2001. The contracts awarded are as follows:

Design:	John Spencer, Columbus, Ohio and JBA Architects, Newark, Ohio
Asbestos Abatement:	Air Management Techniques, Inc., Muncie, Indiana
Amount:	\$74,500
Estimate:	\$109,700
General Contract:	Hopewell Constructors, Inc., Columbus, Ohio
Amount:	\$427,000
Estimate:	\$553,221
Plumbing Contract:	Farber Corporation, Columbus, Ohio
Amount:	\$21,600 +
Estimate:	\$14,000 +
HVAC Contract:	Gateway Mechanical Inc., Grove City, Ohio
Amount:	\$328,500 +
Estimate:	\$318,000 +
Electric Contract:	Knight Electric Inc., Columbus, Ohio
Amount:	\$349,500
Estimate:	\$467,000
Total All Contracts:	\$1,201,100
Contingency Allowance:	\$187,638
Total Project Cost:	\$1,631,517

+ The Plumbing and HVAC Contracts are in excess of the filed estimate of cost; however the total price of all contracts is within 10% of the total estimate of cost and is recommended for award as provided by Section 153.12 of the Revised Code.

Marion – Morrill Hall Renovation

This project remodels approximately 10,700 square feet of space in Morrill Hall, which has been vacated by the construction of the new library/classroom building. This space is being converted to general purpose classrooms, distance learning classrooms, educational media lab, and an academic skills lab. The total project cost is \$1,252,322; funding is provided by House Bill 748 (\$496,976), House Bill 790 (\$168,271), House Bill 850 (\$408,000), House Bill 904 (\$26,000), Marion Technical College (\$138,075) and Marion Regional Campus (\$15,000). The estimated completion date is October 2000. The contracts awarded are as follows:

Design:	Schorr & Associates, Dublin, Ohio
General Contract:	J & F Construction, Bucyrus, Ohio
Amount:	\$592,916 *
Estimate:	\$790,635 *

REPORT OF AWARD OF CONTRACTS (contd)

Marion – Morrill Hall Renovation (contd)

Plumbing Contract:	Mike Williams Plumbing, Mt. Vernon, Ohio
Amount:	\$36,600
Estimate:	\$64,700
HVAC Contract:	Pete Miller, Inc., Marion, Ohio
Amount:	\$77,633
Estimate:	\$83,400
Electric Contract:	Affordable Choice Electric, Columbus, Ohio
Amount:	\$144,152 *
Estimate:	\$148,150 *
Total All Contracts:	\$851,301
Contingency Allowance:	\$85,130
Total Project Cost:	\$1,252,322

NOW THEREFORE

BE IT RESOLVED, That pursuant to the actions previously authorized by the Board, the report of award of contracts and establishment of contingency funds for the Blankenship Hall – Phase II, Caldwell Lab Remodeling, and Marion – Morrill Hall Renovation projects is hereby accepted.

(See Appendix XXXVIII for maps, page 873.)

Upon motion of Judge Duncan, seconded by Ms. Hendricks, the Board of Trustees adopted the foregoing resolutions by unanimous roll call vote, cast by Messrs. Colley, Patterson, Slane, Judge Duncan, and Ms. Hendricks.

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Thereupon the Board adjourned to meet Friday, May 5, 2000, at The Ohio State University Longaberger Alumni House, Columbus, Ohio.

Attest:

William J. Napier
Secretary

Michael F. Colley
Chairman

REPORT TO THE BOARD OF TRUSTEES
APRIL 7, 2000

COMPENSATION BENCHMARKS

- I. Survey Information on Expected Salary Increases for Next Year (FY2001)
 - II. Benchmark Information on Competitive Position of Faculty and Staff
 - III. Review of Delivery of Raise Package for Current Year (last July)
 - IV. Summary
-

Addendum: Compensation Landscape/Environment

- A. Innovations
- B. Challenges
- C. Initiatives

I. Survey information on expected salary increases for next year (FY2001)

- | | |
|--------------------------------|--------------|
| 1. Higher Education nationally | 3.3% to 3.8% |
| 2. All employers nationally | 3.9% to 4.4% |
| 3. Ohio-all employer groups | 3.8% to 4.2% |

II. Competitive Position of Faculty & Staff (list of chart exhibits attached)

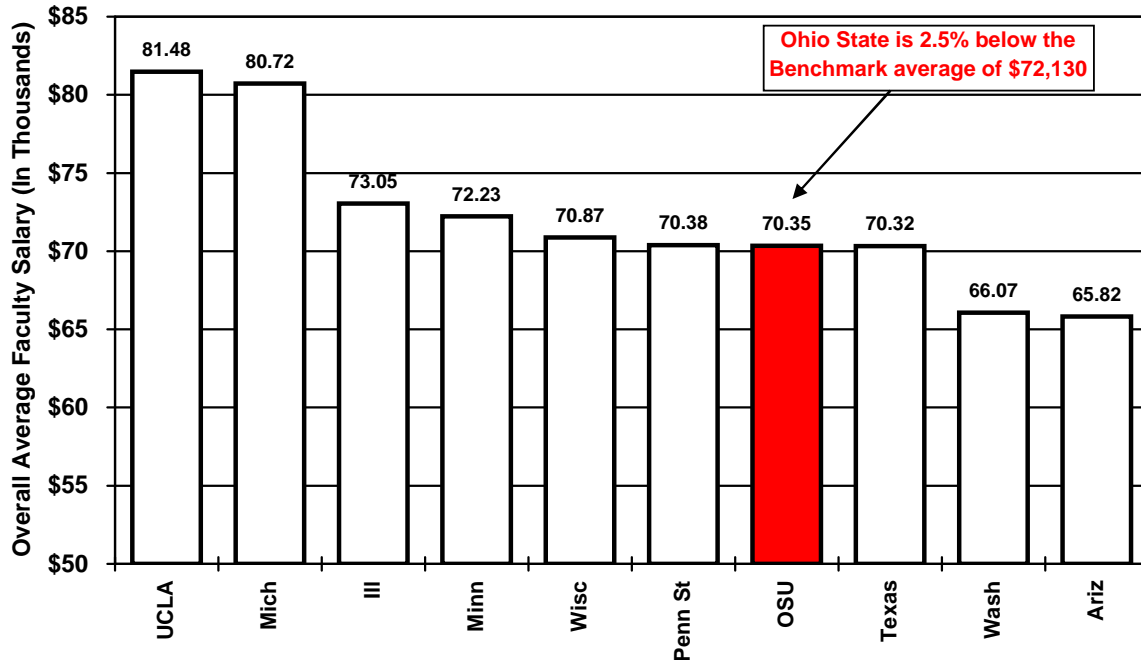
- II-1 Faculty Chart—Benchmark and CIC Institutions (rank overall)
- II-2 Faculty Chart—History of Rankings
- II-3 Faculty Chart—Listing of AAU institutions by salary ranking
- II-4 Faculty Chart—Salary compression—example colleges
- II-5 Staff Chart—EEO (occupational) categories versus markets

The Ohio State University Comparative Faculty Salary Analysis

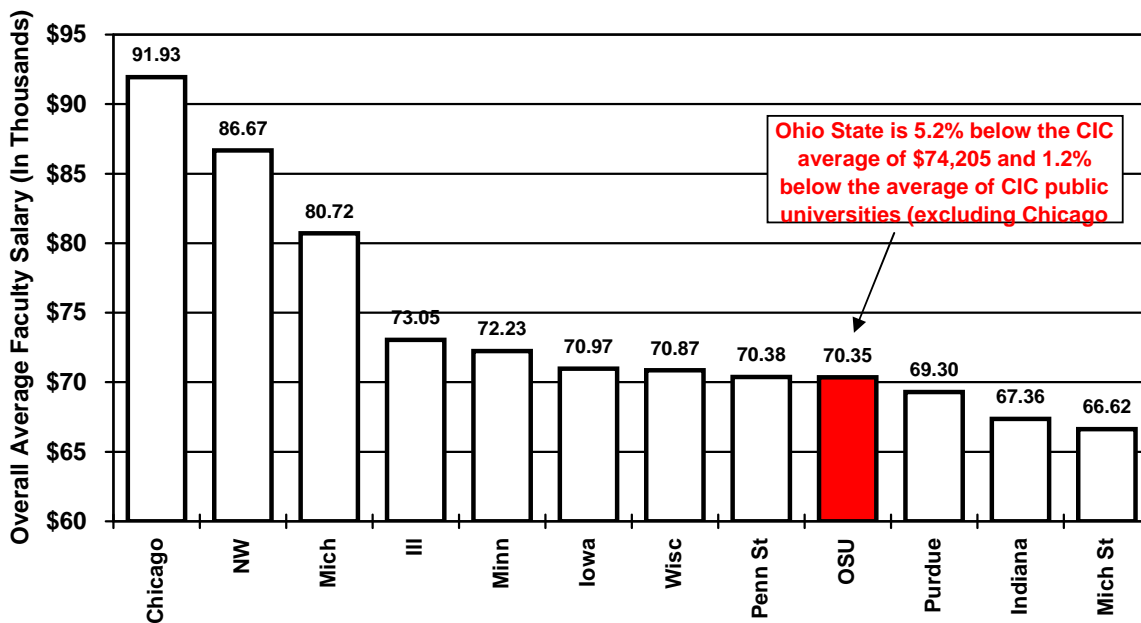
FACULTY

Chart II-1

Benchmark Universities (Overall Average Salaries, In Thousands) CURRENT (Academic Year 1999-2000)

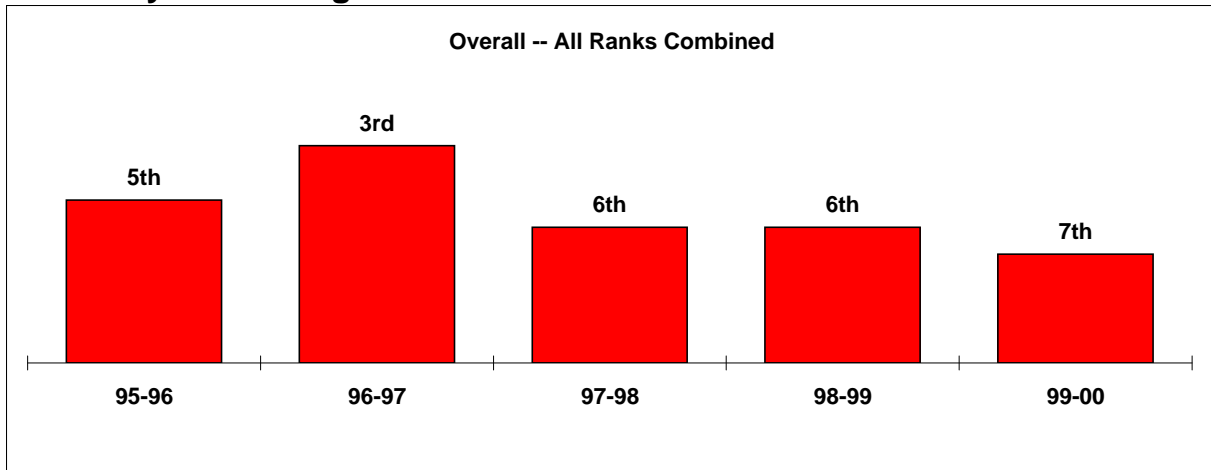


CIC Universities (Overall Average Salaries, In Thousands) CURRENT (Academic Year 1999-2000)

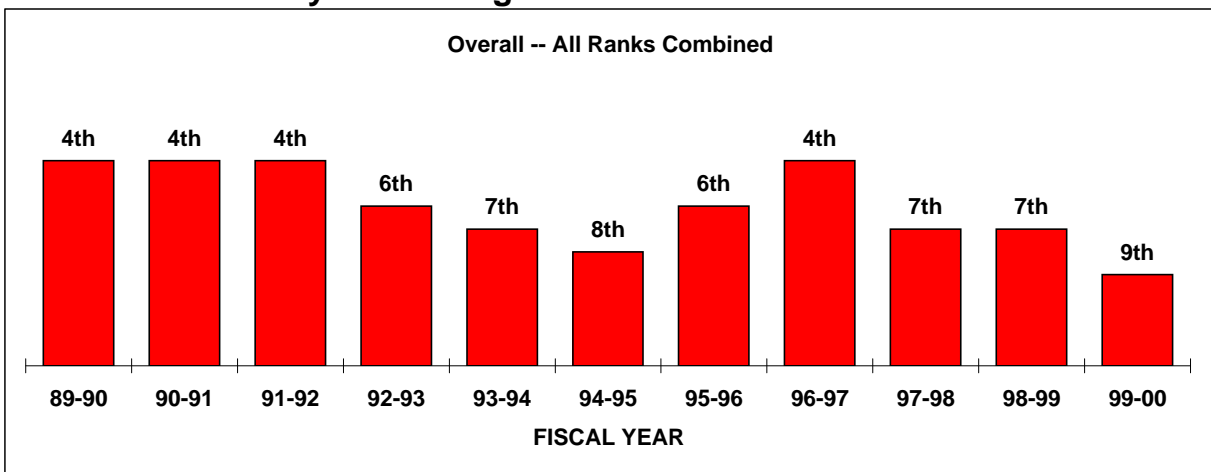


Note: Faculty salaries are adjusted for rank distribution, but not for discipline or geographic cost-of-living.

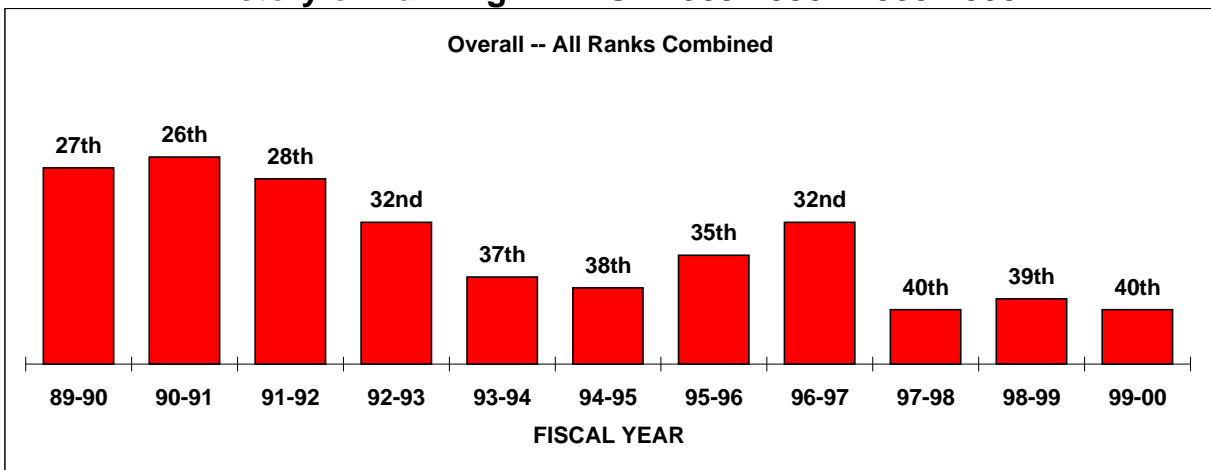
History of Ranking in Benchmark Institutions: 1995-1996 - 1999-2000



History of Ranking in CIC: 1989-1990 - 1999-2000



History of Ranking in AAU: 1989-1990 - 1999-2000



**Academic Year 1999-2000 Average Faculty Salaries
(In Thousands)
AAU Institutions**

FACULTY

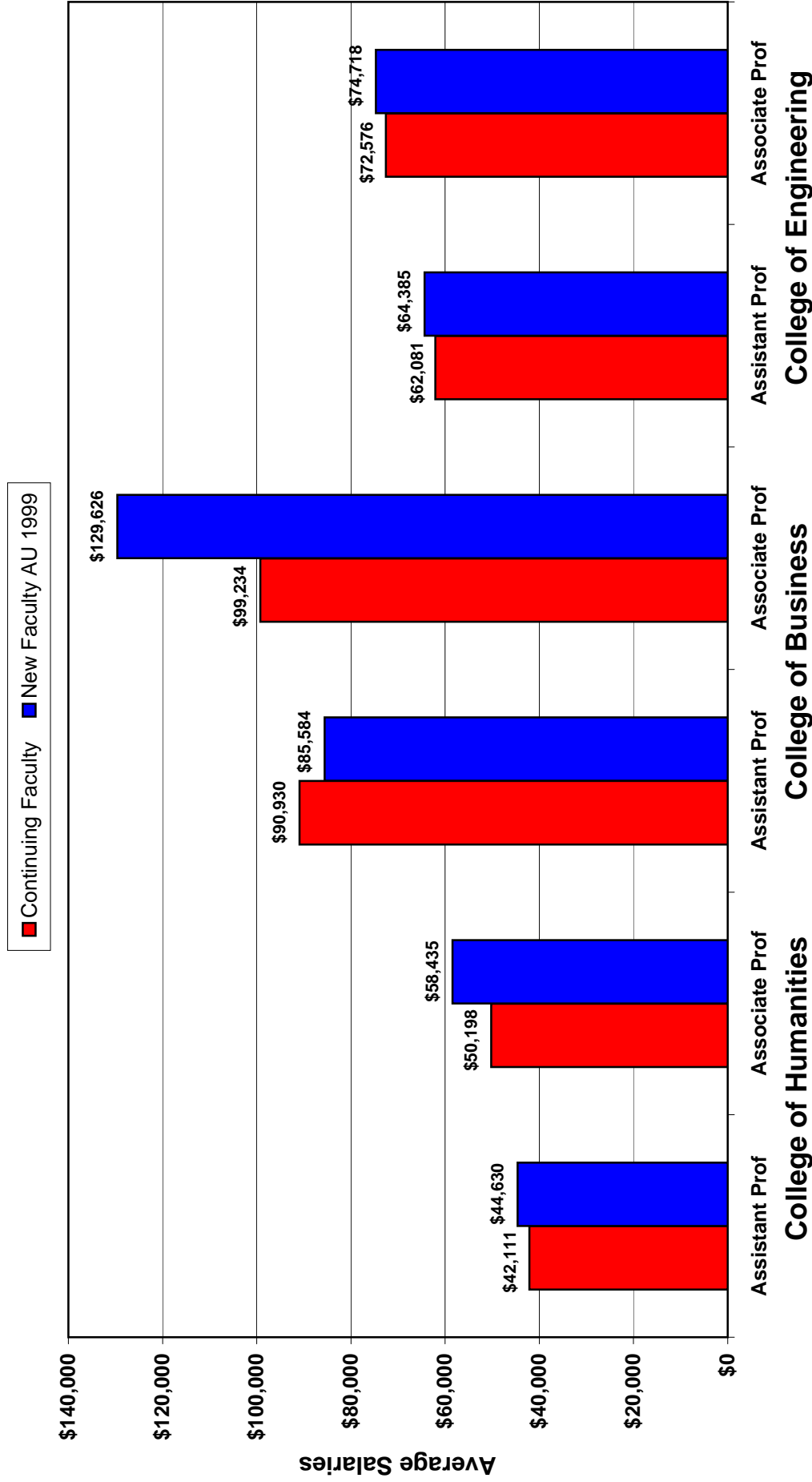
Chart II-3

		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	1998-99 OVERALL RANKING
1	HARVARD	94.37	128.90	71.60	66.50	1. STANFORD
2	STANFORD	94.33	121.10	81.20	65.80	2. CAL TECH
3	CAL TECH	94.08	118.40	81.00	69.90	3. HARVARD
4	U OF CHICAGO	91.93	118.50	75.70	68.50	4. U OF CHICAGO
5	PENNSYLVANIA	91.73	114.80	80.50	67.00	5. NEW YORK
6	NEW YORK	89.56	116.10	75.00	63.60	6. MIT
7	MIT	88.37	111.70	75.10	66.30	7. PRINCETON
8	PRINCETON	88.35	120.00	71.90	56.00	8. NORTHWESTERN
9	NORTHWESTERN	86.67	111.20	73.40	62.40	9. COLUMBIA
10	YALE	86.01	119.00	67.30	54.70	10. PENNSYLVANIA
11	COLUMBIA	85.92	113.40	72.20	57.00	11. YALE
12	DUKE	84.27	108.00	72.60	59.00	12. CALIFORNIA-BERKELEY
13	CALIFORNIA-BERKELEY	83.76	108.70	69.60	60.10	13. UCLA
14	EMORY	82.19	107.00	69.20	57.00	14. DUKE
15	UCLA	81.48	106.10	67.40	58.30	15. CARNEGIE-MELLON
16	RICE	80.87	102.80	67.70	61.20	16. EMORY
17	CARNEGIE-MELLON	80.74	99.70	69.70	63.20	17. MICHIGAN
18	MICHIGAN	80.72	100.90	71.80	57.70	18. RICE
19	CORNELL-ENDOWED	80.49	97.90	72.30	61.40	19. SOUTHERN CALIFORNIA
20	SOUTHERN CALIFORNIA	79.89	99.70	69.30	60.10	20. CORNELL-ENDOWED
21	VIRGINIA	79.03	101.50	68.90	53.70	21. RUTGERS
22	RUTGERS	78.43	98.80	70.80	53.10	22. CALIFORNIA-SAN DIEGO
23	CALIFORNIA-SAN DIEGO	77.34	99.70	65.00	55.60	23. WASHINGTON UNIVERSITY
24	CALIFORNIA-IRVINE	76.97	96.80	66.60	56.80	24. VIRGINIA
25	VANDERBILT	76.66	99.80	64.70	52.90	25. VANDERBILT
26	NORTH CAROLINA-CHAPEL HILL	75.63	93.80	67.40	55.20	26. CALIFORNIA-IRVINE
27	ROCHESTER	75.47	92.80	63.10	62.90	27. CALIFORNIA-SANTA BARBARA
28	CALIFORNIA-SANTA BARBARA	74.97	96.70	63.40	53.20	28. NORTH CAROLINA-CHAPEL HILL
29	JOHNS HOPKINS	73.46	90.00	66.00	54.80	29. ROCHESTER
30	CALIFORNIA-DAVIS	73.16	91.30	64.20	53.90	30. JOHNS HOPKINS
31	ILLINOIS	73.05	91.60	63.40	54.10	31. CASE WESTERN RESERVE
32	CASE WESTERN RESERVE	72.84	89.60	64.20	55.60	32. CALIFORNIA-DAVIS
33	MARYLAND	72.69	88.80	63.50	57.50	33. BROWN
34	BROWN	72.28	91.80	61.70	53.00	34. ILLINOIS
35	MINNESOTA	72.23	89.50	63.90	53.60	35. MINNESOTA
36	SUNY-BUFFALO	71.19	88.80	63.80	50.50	36. SUNY-BUFFALO
37	IOWA	70.97	89.60	60.80	52.70	37. MARYLAND
38	WISCONSIN	70.87	84.50	64.80	55.40	38. PENN STATE
39	PENN STATE	70.38	89.90	60.40	50.20	39. OHIO STATE
40	OHIO STATE	70.35	88.80	61.10	51.00	40. IOWA
41	TEXAS	70.32	89.40	58.20	54.20	41. PURDUE
42	TULANE	69.57	88.50	57.20	54.10	42. TULANE
43	PURDUE	69.30	86.90	60.10	51.40	43. TEXAS
44	PITTSBURGH	68.92	85.90	60.60	50.80	44. IOWA STATE
45	IOWA STATE	68.04	83.20	61.90	49.90	45. WISCONSIN
46	INDIANA	67.36	85.00	58.80	48.40	46. MISSOURI
47	MICHIGAN STATE	66.62	81.50	60.40	49.10	47. COLORADO
48	WASHINGTON	66.07	80.60	58.40	51.40	48. INDIANA
49	ARIZONA	65.82	81.90	57.20	49.80	49. PITTSBURGH

FACULTY

Chart II-4

The Ohio State University Acad. Year 1999-2000 Faculty Salary Compression Analysis Assistant and Associate Professor Ranks Selected Colleges



Note: Excludes Associate Professors in rank 7 years or longer.

The Ohio State University

Fiscal Year 1999-2000 Comparative Staff Salary Analysis

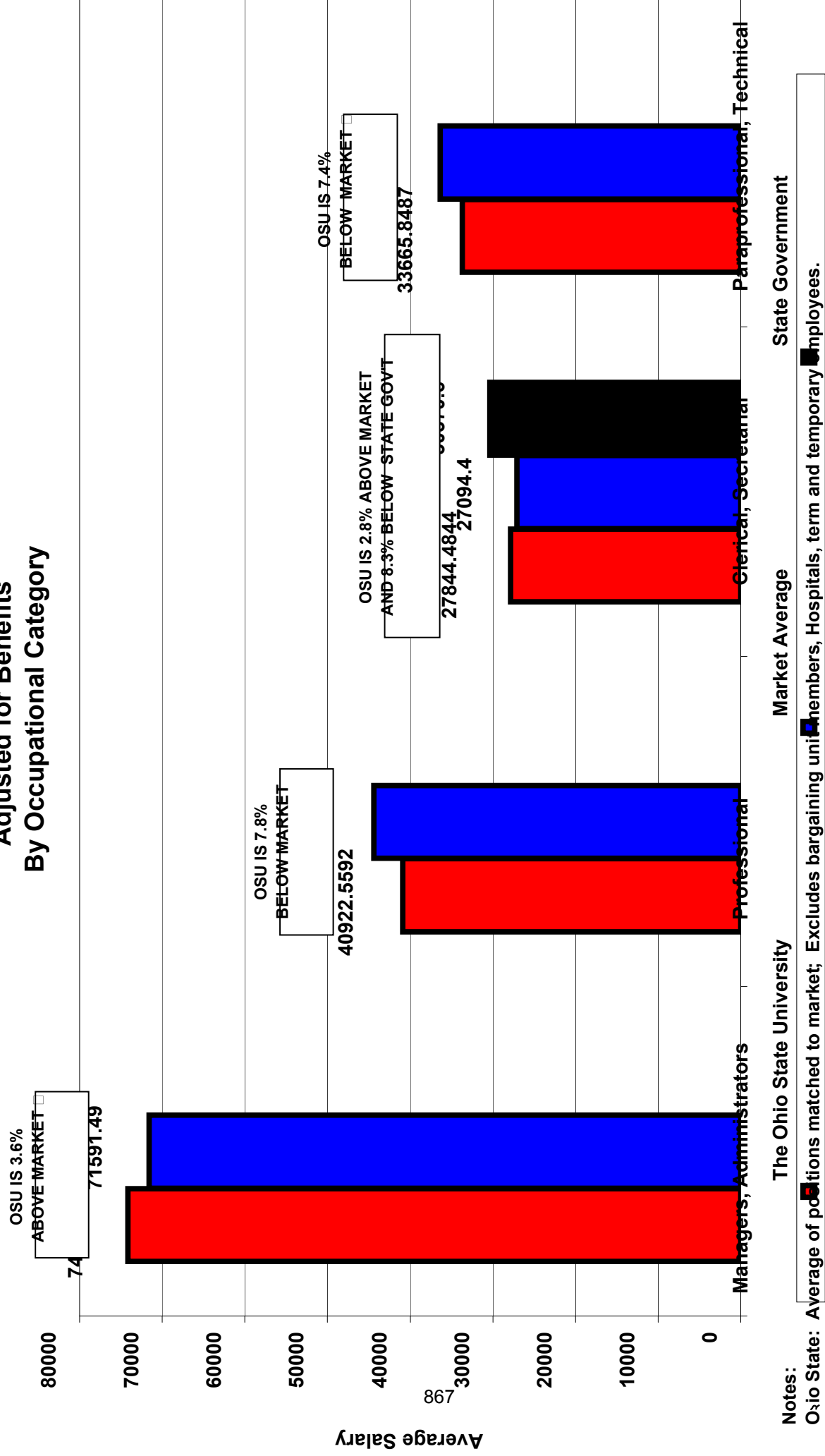
Positions Matched to Market

Adjusted for Benefits

By Occupational Category

STAFF

Chart II-5



III. Review of Raise Package for Current Year (list of chart exhibits)

Faculty—FY 2000 raise process—distribution of raises

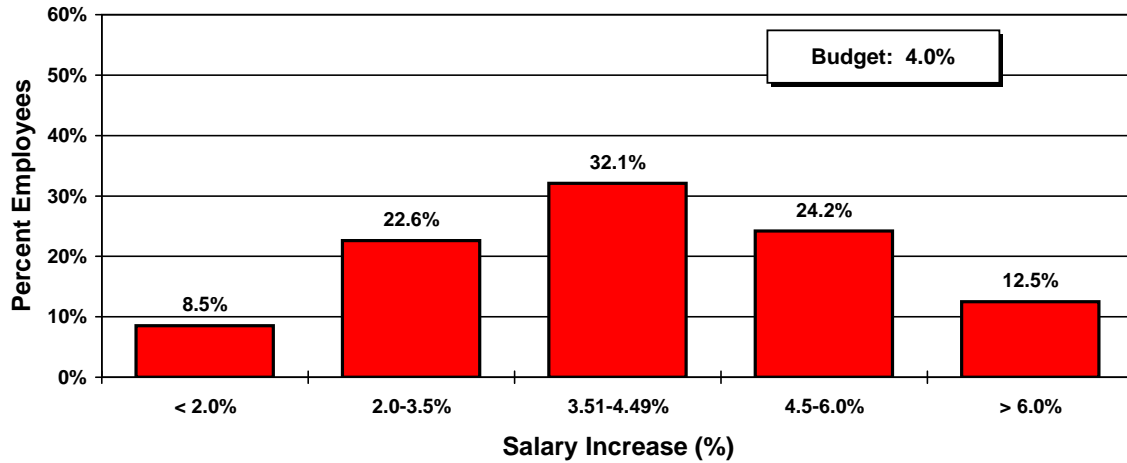
Unclassified Staff—FY 2000 raise process—distribution of raises

Classified Staff—FY 2000 raise process—distribution of raises

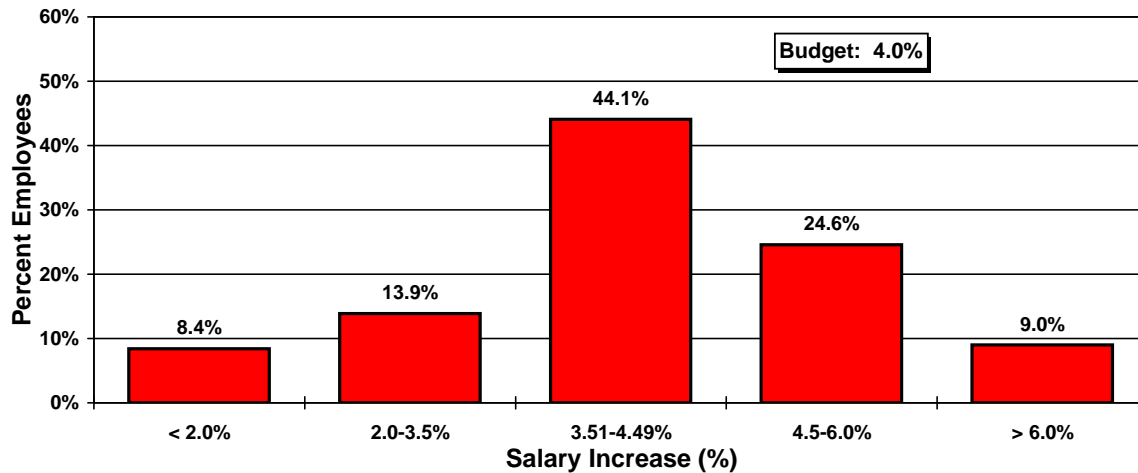
[All three are on a combined chart on next page]

**The Ohio State University
Salary Increase Process
Fiscal Year 1999-2000 Raise Distribution**

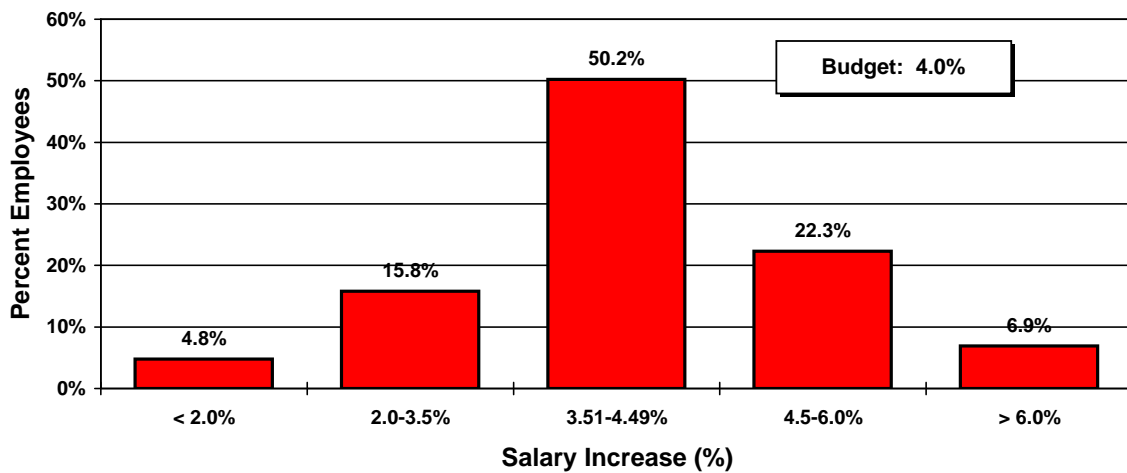
TENURE-TRACK FACULTY



UNCLASSIFIED STAFF



CLASSIFIED CIVIL SERVICE STAFF



IV. Summary

- A. The salary increase last year was not sufficient to prevent further slippage of our ranking within the benchmark institutions. Our history of rankings shows a steady erosion over the past ten years.

Over 75% of the colleges and vice presidential units invested their own funds to boost the raise package for their college, demonstrating the seriousness of the situation.

Sample college data shows that many new faculty are being hired at higher salaries than existing groups of faculty.

- B. There is a growing gap in general between salaries at private institutions versus public, further impacting our ability to recruit and retain talent.
- C. An increase of at least 4% will be needed this year to maintain our position.

An increase of 3% would result in further slippage in rankings; an increase of 5% or higher would make progress.

- D. The Faculty Compensation & Benefits Committee will not make a new recommendation this year, but their most recent recommendation was 15% across three years.

The University Staff Advisory Committee recommends 5%, consistent with their previous recommendation of 15% across three years.

- E. All funds continue to be targeted for performance, market equity, and internal equity rather than any “entitlements”.
- F. Initiatives are in place to ensure we lead higher education in innovative compensation practices with the resources we have available (see Addendum)

Compensation Landscape/Environment

A. OSU Innovations

1. Development and implementation of Compensation Philosophy & Principles—clarifies OSU values and basis of raise processes
2. Implementation of Reward & Recognition Policy—provides for responsible use of goal-sharing, incentives, cash & non-cash rewards
3. Addition of Budget Flexibility for Annual Raise Process—allows colleges and vice presidential areas to invest additional funds if available, to improve equity and retention, and reward performance
4. Potential negotiations with CWA labor union on new pay plan—a plan which rewards skill growth of current members
5. New training program of compensation planning & administration has been implemented for Deans and Chairs

B. OSU Challenges

1. Labor markets are very tight, including “hot markets” such as information systems & technology staff
2. Salary compression is an issue due to hiring salaries needed for tight labor market
3. Projected increases in benefit premiums, parking and other fees affect faculty and staff compensation
4. Increases in state appropriations continue to be modest

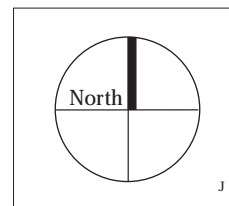
C. Initiatives

1. Staff Compensation Redesign (Broadbanding)—although “stalled” in 1997 due to ARMS, Broadbanding will be continuing for all staff
2. Staff Performance Management—eventually all staff will participate in a process of performance planning, feedback, coaching, and written performance reviews

Compensation Report to Board of Trustees
ADDENDUM

3. Salary Equity Reviews—we are investigating the potential for ongoing reviews of internal equity
4. Staff Market Salary Database—a central database linking internal and external market data to a significant cross-section of staff positions is being assembled for distribution next year
5. Accessibility—we are moving toward making salary data increasingly accessible, to improve accountability and reduce myths and misunderstandings.

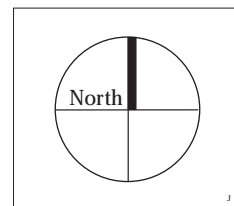
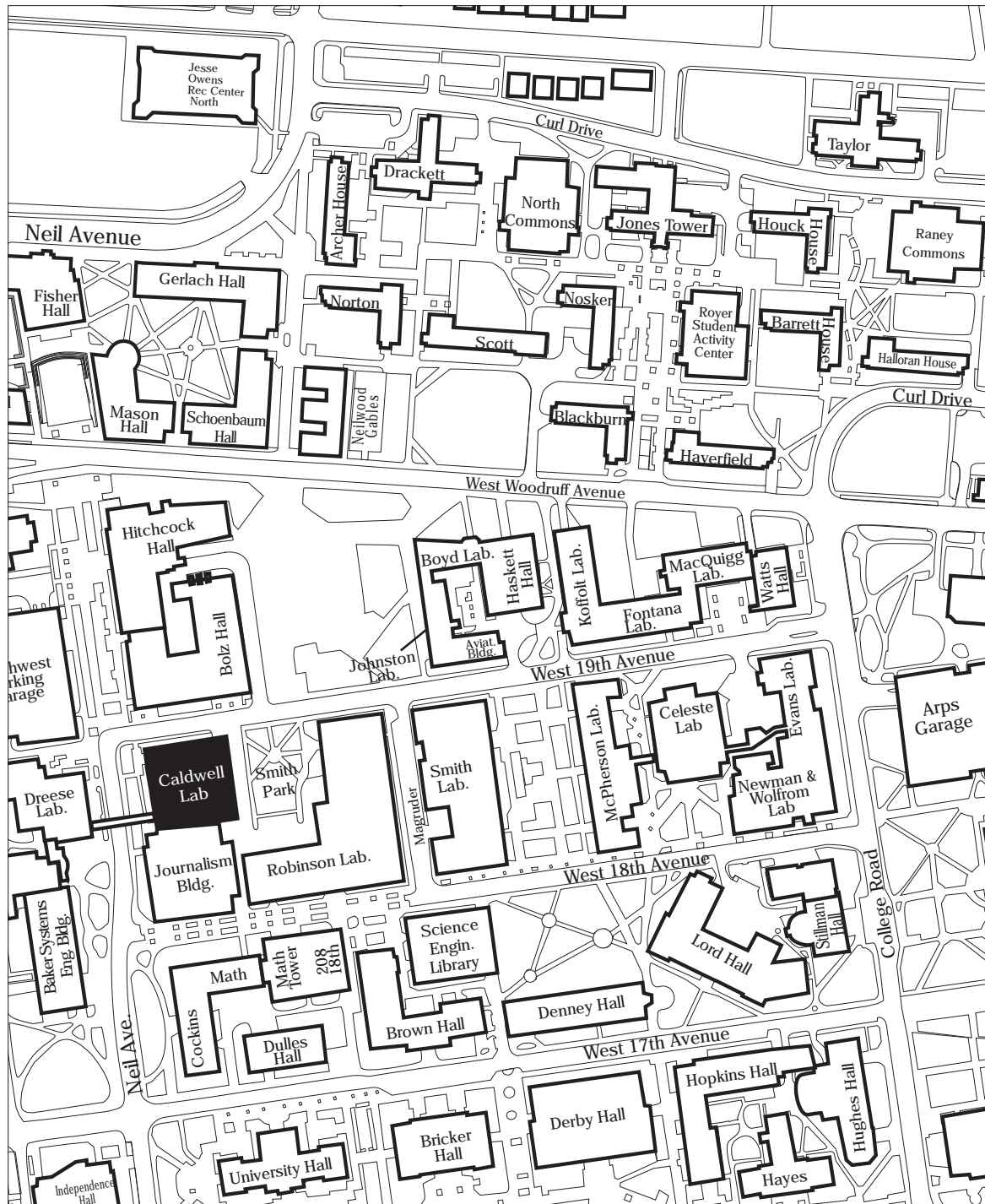
Blankenship Hall - Phase II



Office of Business and Finance
Office of the University Architect and Physical Planning

November 21, 1999

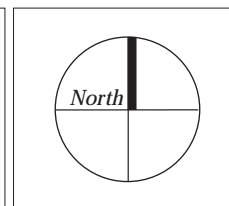
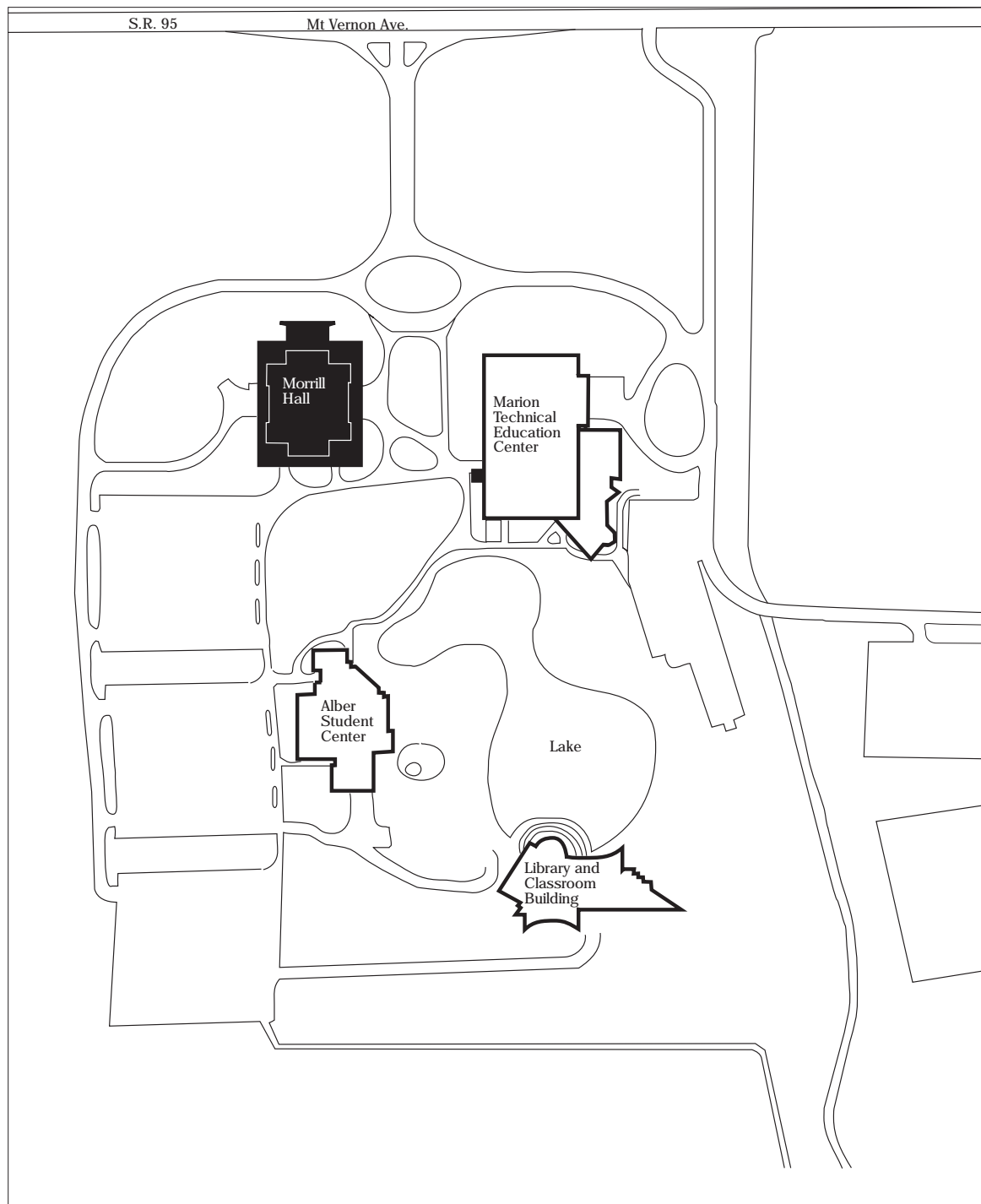
Caldwell Lab Remodeling (Classrooms)



Office of Business and Finance
Office of the University Architect and Physical Planning

November 17, 1999

Marion - Morrill Hall Renovation



Office of Business and Finance
Office of the University Architect and Physical Planning

December 6, 1999